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"Rummaging in the government's attic"

Description of document: A copy of each email that contains any of these words: TWEET, TWEETS, TWEETED, TWEETING, TRUMP, PRESIDENT; from the email accounts of four specific Bureau of Labor Statistics (BLS) employees, May 31-June 01 2018

Requested date: 01-June-2018

Released date: 20-July-2018

Posted date: 06-August-2018

Source of document: FOIA request
U.S. Department of Labor
Bureau of Labor Statistics
FOIA Disclosure Officer
Room 4080
Postal Square Building
2 Massachusetts Avenue, NE
Washington, DC 20212-0001
Fax: (202) 691-5111
(Address to: Bureau of Labor Statistics FOIA Disclosure Officer)

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JUL 20 2018



As Disclosure Officer for the Bureau of Labor Statistics (BLS), I am responding to your June 1, 2018, Freedom of Information Act (FOIA) request (FOIA ID No. F860585). Your request, formally received by the U.S. Department of Labor (DOL) FOIA email address, was forwarded to the BLS for reply on June 12, 2018.

Specifically, you requested the following: "A copy of each email that contains ANY of these words: TWEET, TWEETS, TWEETED, TWEETING, TRUMP, PRESIDENT; in the email accounts for these individuals: William Wiatrowski, Michael W. Horrigan, Julie Hatch Maxfield, Rebecca Rust, and Nancy Ruiz de Gamboa."

You indicated that BLS may limit this search to the results of an electronic search during the time period May 31, 2018 through June 1, 2018.

We completed a search of the appropriate BLS files in accordance with the parameters outlined in your request, identifying records containing any of the words "tweet," "tweets," "tweeted," "tweeting," "Trump," and/or "President," in the email accounts of William Wiatrowski, Michael W. Horrigan, Julie Hatch Maxfield, Rebecca Rust, and Nancy Ruiz de Gamboa. Our search was limited to email results during the time period of May 31, 2018, through June 1, 2018. We identified 45 records responsive to your request, enclosed on a thumb drive.

I believe I have been responsive to your request. If you need further assistance or would like to discuss any aspect of your request, please do not hesitate to contact the BLS FOIA Disclosure Office on 202-691-7628 or by email at BLSFOIAServiceCenter@bls.gov. Alternatively, you may wish to contact the DOL FOIA Public Liaison, Thomas Hicks, on 202-693-5427 or by email at Hicks.Thomas@dol.gov.

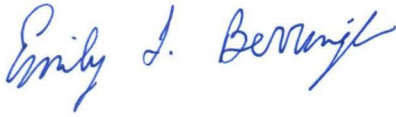
If you are not satisfied with the response to this request, under the FOIA, you have the right to appeal this response to the Solicitor of Labor. Your appeal must be received by the Solicitor of Labor within 90 calendar days from the date of this letter. Address your appeal to the following office: Solicitor of Labor, Division of Management and Administrative Legal Services, Room N-2420, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210. Your appeal may also be sent by email to FOIAAppeal@dol.gov. Appeals submitted to any other address will not be accepted. Your appeal must state in writing the grounds for the appeal. It should also include a copy of the original request, the response to your request, and any

JUL 20 2018

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supporting statement or arguments. The appeal letter, the envelope, and the email subject line, should be clearly marked "Freedom of Information Act Appeal."

Sincerely,

A handwritten signature in blue ink, appearing to read "Emily L. Berran".A handwritten signature in blue ink, appearing to read "Nancy".

NANCY RUIZ DE GAMBOA
Associate Commissioner
for Administration

Enclosure

From: Wiatrowski, William - BLS
To: [Geale, Nicholas C. - OSEC](#); [Conway, Molly E - OSEC](#); [Pizzella, Patrick - OSEC](#)
Cc: [Wiatrowski, William - BLS](#)
Subject: Information from the Council of Economic Advisors
Date: Friday, June 01, 2018 10:12:57 AM

I know you are aware of the press surrounding the President's tweet this morning. I have been in touch with Stephen Barr of OPA about it. BLS followed all of our regular procedures.

I also wanted you to know the following --

Staff at the Council of Economic Advisors contacted me and were very apologetic. They said they are talking to White House counsel and OMB counsel and discussing ways to avoid in future. For example, reminder of rule with each briefing.

Separately I spoke with Nancy Potok, the Chief Economist of the US (part of OMB) and she is talking to her bosses and CEA to emphasize rules.

We have also gotten a request from the DOL Inspector General regarding our procedures and have received several FOIA requests. We are working with SOL on the FOIA requests.

If you need anything more from BLS, please let me know.

Bill

From: Wiatrowski, William - BLS
To: [Geale, Nicholas C. - OSEC](#); [Conway, Molly E - OSEC](#); [Pizzella, Patrick - OSEC](#)
Cc: [Wiatrowski, William - BLS](#)
Bcc: [Ruiz de Gamboa, Nancy - BLS](#)
Subject: Information from the Council of Economic Advisors
Date: Friday, June 01, 2018 10:12:00 AM

I know you are aware of the press surrounding the President's tweet this morning. I have been in touch with Stephen Barr of OPA about it. BLS followed all of our regular procedures.

I also wanted you to know the following --

Staff at the Council of Economic Advisors contacted me and were very apologetic. They said they are talking to White House counsel and OMB counsel and discussing ways to avoid in future. For example, reminder of rule with each briefing.

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If you need anything more from BLS, please let me know.

Bill

From: Wiatrowski, William - BLS
To: [Molina, Eric - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:13:04 AM
Attachments: [image003.jpg](#)

Know about it. Mentioned it to Potok.

Let it be.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [<mailto:Molina.Eric@bls.gov>] >

Date: Friday, Jun 01, 2018, 10:07 AM

To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [<mailto:Wiatrowski.William@bls.gov>] >, Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [<mailto:RuizdeGamboa.Nancy@bls.gov>] >

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov [<mailto:Bennett.Leslie@bls.gov>] >, Berrington, Emily - BLS <Berrington.Emily@bls.gov [<mailto:Berrington.Emily@bls.gov>] >

Subject: Trump's Tweet

Bill and Nancy,

I wanted to alert you to a tweet that the President sent prior to the Jobs Report being released. The tweet is vague, "Looking forward to seeing the employment numbers at 8:30 this morning." We read this tweet to mean that the Jobs Report was going in a positive direction. Obviously, we are concerned of any such statements because of the potential impact on markets before the actual numbers come out.

Thanks,

Eric

IMG [633]



Tweets
37.7K

Following
46

Followers
52.4M

Likes
25

Moments
6

Donald J. Trump

@realDonaldTrump

President of the United States of
America 🇺🇸

Washington, DC

[instagram.com/realDonaldTrump](https://www.instagram.com/realDonaldTrump)

Joined March 2009

[Tweet to Donald J. Trump](#)

Tweets

Tweets & replies

Media



Donald J. Trump @realDonaldTrump · 19m

Canada has treated our Agricultural business and Farmers very poorly for a very long period of time. Highly restrictive on Trade! They must open their markets and take down their trade barriers! They report a really high surplus on trade with us. Do Timber & Lumber in U.S.?

3.3K

2.7K



10K



Donald J. Trump @realDonaldTrump · 2h

Looking forward to seeing the employment numbers at 8:30 this morning.

7.6K

5.4K



30K

From: Molina, Eric - BLS
To: [Wiatrowski, William - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: Trump's Tweet
Date: Friday, June 01, 2018 7:07:32 AM
Attachments: [image003.jpg](#)

Bill and Nancy,

I wanted to alert you to a tweet that the President sent prior to the Jobs Report being released. The tweet is vague, "Looking forward to seeing the employment numbers at 8:30 this morning." We read this tweet to mean that the Jobs Report was going in a positive direction. Obviously, we are concerned of any such statements because of the potential impact on markets before the actual numbers come out.

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IMG [Picture_x0020_1]



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From: Ruiz de Gamboa, Nancy - BLS
To: [Molina, Eric - BLS](#); [Wiatrowski, William - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:08:40 AM
Attachments: [image003.jpg](#)

It is all over the news.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [mailto:Molina.Eric@bls.gov] >
Date: Friday, Jun 01, 2018, 10:07 AM
To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [mailto:Wiatrowski.William@bls.gov] >, Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [mailto:RuizdeGamboa.Nancy@bls.gov] >
Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov [mailto:Bennett.Leslie@bls.gov] >, Berrington, Emily - BLS <Berrington.Emily@bls.gov [mailto:Berrington.Emily@bls.gov] >
Subject: Trump's Tweet

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Donald J. Trump @realDonaldTrump · 2h

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From: Conway, Molly E - OSEC
To: [Wiatrowski, William - BLS](#); [Geale, Nicholas C. - OSEC](#); [Pizzella, Patrick - OSEC](#)
Cc: [Wiatrowski, William - BLS](#)
Subject: RE: Information from the Council of Economic Advisors
Date: Friday, June 01, 2018 10:25:09 AM

Thank you, Bill. Appreciate your diligence on this!

Molly

From: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov>

Sent: Friday, June 1, 2018 1:13 PM

To: Geale, Nicholas C. - OSEC <Geale.Nicholas@DOL.GOV>; Conway, Molly E - OSEC <Conway.Molly.E@dol.gov>; Pizzella, Patrick - OSEC <pizzella.patrick@dol.gov>

Cc: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov>

Subject: Information from the Council of Economic Advisors

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If you need anything more from BLS, please let me know.

Bill

From: Berrington, Emily - BLS
To: [Ruiz de Gamboa, Nancy - BLS](#); [Molina, Eric - BLS](#); [Wiatrowski, William - BLS](#)
Cc: [Bennett, Leslie - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:10:28 AM
Attachments: [image001.jpg](#)

Do we need to be in touch with OMB?

From: Ruiz de Gamboa, Nancy - BLS

Sent: Friday, June 01, 2018 10:09 AM

To: Molina, Eric - BLS <Molina.Eric@bls.gov>; Wiatrowski, William - BLS <Wiatrowski.William@bls.gov>

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov>; Berrington, Emily - BLS <Berrington.Emily@bls.gov>

Subject: RE: Trump's Tweet

It is all over the news.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [<mailto:Molina.Eric@bls.gov>] >

Date: Friday, Jun 01, 2018, 10:07 AM

To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [<mailto:Wiatrowski.William@bls.gov>] >, Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [<mailto:RuizdeGamboa.Nancy@bls.gov>] >

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov [<mailto:Bennett.Leslie@bls.gov>] >, Berrington, Emily - BLS <Berrington.Emily@bls.gov [<mailto:Berrington.Emily@bls.gov>] >

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Thanks,

Eric

IMG [Picture_x0020_1]



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Washington, DC

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Donald J. Trump

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From: Molina, Eric - BLS
To: [Wiatrowski, William - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:14:56 AM
Attachments: [image001.jpg](#)

Understood. Are you “whispering words of wisdom”?

From: Wiatrowski, William - BLS

Sent: Friday, June 01, 2018 10:13 AM

To: Molina, Eric - BLS <Molina.Eric@bls.gov>; Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov>

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov>; Berrington, Emily - BLS <Berrington.Emily@bls.gov>

Subject: RE: Trump's Tweet

Know about it. Mentioned it to Potok.

Let it be.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [\[mailto:Molina.Eric@bls.gov\]](mailto:Molina.Eric@bls.gov) >

Date: Friday, Jun 01, 2018, 10:07 AM

To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [\[mailto:Wiatrowski.William@bls.gov\]](mailto:Wiatrowski.William@bls.gov) >, Ruiz de

Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [\[mailto:RuizdeGamboa.Nancy@bls.gov\]](mailto:RuizdeGamboa.Nancy@bls.gov) >

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov [\[mailto:Bennett.Leslie@bls.gov\]](mailto:Bennett.Leslie@bls.gov) >, Berrington, Emily - BLS <Berrington.Emily@bls.gov [\[mailto:Berrington.Emily@bls.gov\]](mailto:Berrington.Emily@bls.gov) >

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Eric

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10K



Donald J. Trump @realDonaldTrump · 2h

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7.6K

5.4K



30K

From: Morning Consult
To: [Wiatrowski, William - BLS](#)
Subject: [BULK] Washington Afternoon Update: Trump Says June 12 North Korea Summit Is Back On After Meeting With Kim Aide
Date: Friday, June 01, 2018 1:11:32 PM

Washington Afternoon Update: Trump Says June 12 North Korea Summit Is Back On After Meeting With Kim Aide

[IMG](#)

[\[https://morningconsult.com/wp-content/themes/morning-consult...\]](https://morningconsult.com/wp-content/themes/morning-consult...) [\[https://click.e.morningconsult.com/?qs=b3f2d32b66356b38c0681...\]](https://click.e.morningconsult.com/?qs=b3f2d32b66356b38c0681...)

By Morgan Halvorsen [\[mailto:mhalvorsen@morningconsult.com\]](mailto:mhalvorsen@morningconsult.com)

Top Stories

President Donald Trump said the canceled Singapore summit with North Korean leader Kim Jong Un is back on after a meeting with North Korean official Kim Yong Chol in the Oval Office. Trump nixed the summit last week, alleging "open hostility" from the Asian country. (The New York Times [\[https://click.e.morningconsult.com/?qs=b3f2d32b66356b387b731...\]](https://click.e.morningconsult.com/?qs=b3f2d32b66356b387b731...))

Trump may have violated guidelines regarding the release of sensitive economic data by tweeting that he was "looking forward" to the May employment report more than an hour before the numbers were published. While the tweet did not include any specific economic information, it was correlated with a rise in the 10-year Treasury note and stock market futures. (Politico [\[https://click.e.morningconsult.com/?qs=b3f2d32b66356b3805e3a...\]](https://click.e.morningconsult.com/?qs=b3f2d32b66356b3805e3a...))

A political advocacy group funded by Charles and David Koch released a digital ad campaign praising Democratic Sen. Heidi Heitkamp (N.D.) for co-sponsoring a measure that rolls back regulations from the 2010 Dodd-Frank law. Americans for Prosperity President Tim Phillips noted that while his organization disagrees with Heitkamp on some things, such as her vote against the tax reform bill, "we hope to find common ground and work with Sen. Heitkamp on other issues moving forward." (CNBC [<https://click.e.morningconsult.com/?qs=b3f2d32b66356b382f5aa...>])

IMG

[<https://morningconsult.com/wp-content/uploads/2018/05/180516...>] [<https://click.e.morningconsult.com/?qs=b3f2d32b66356b38a2e9c...>]

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IMG [<https://morningconsult.com/wp-content/themes/morning-consult...>] [<https://click.e.morningconsult.com/?qs=b3f2d32b66356b3871ffa...>]

This email was sent by: Morning Consult

PO Box 27068 Washington, DC, 20038, US

Manage your email preferences [https://click.e.morningconsult.com/profile_center.aspx?qs=06...]

IMG [<https://click.e.morningconsult.com/open.aspx?ffcb10-fec61778...>]

SUBSCRIBE [<https://click.e.morningconsult.com/?qs=b3f2d32b66356b38168b5...>]

From: CyberScoop
To: [Wiatrowski, William - BLS](#)
Subject: [BULK] Is U.S. malware too nice?
Date: Friday, June 01, 2018 10:30:28 AM

Is U.S. malware too nice?

The legislatures of the Five Eyes want to share more threat intel.

Not rendering correctly? View this email as a web page [here](#).

IMG [center autowidth fullwidth] [http://hubspot.fedscoop.com/e1t/c/*W6JXWmQ4_R70-W87XJK62l0y_...]

IMG [<http://s3.amazonaws.com/fedscoop-media/dev/cs/facebook.png>]
[http://hubspot.fedscoop.com/e1t/c/*W6JXWmQ4_R70-W87XJK62l0y_...]

IMG [<http://s3.amazonaws.com/fedscoop-media/dev/cs/twitter.png>]
[http://hubspot.fedscoop.com/e1t/c/*W6JXWmQ4_R70-W87XJK62l0y_...]

IMG [<http://s3.amazonaws.com/fedscoop-media/dev/cs/youtube.png>]
[http://hubspot.fedscoop.com/e1t/c/*W6JXWmQ4_R70-W87XJK62l0y_...]

FRIDAY

June 1, 2018

FireEye's CEO says you can pull public policy out of malware's code. The House of Representatives is upping its threat intel sharing. And the State Department is still trying to set cyber norms. This is CyberScoop for Friday, June 1.

THE CODE IN THE CODE: FireEye's CEO said Thursday that the company often sees elements “public policy” in state-backed malware — and if the malware is more restrained than others, it often means it comes from the U.S. or an ally. The U.S. and allies are “nicest hackers in cyberspace, besides maybe China,” Mandia said, which is indicative of the domestic laws that have to be considered when developing malware for offensive cyber-operations. But the CEO suggested the U.S. might shed some of its restraints now that U.S. Cyber Command has been elevated to an independent combatant command. Other FireEye officials said that when it comes to protecting clients, the company, investigates and remediates any cyberthreat regardless of who authored the malware. But it will do so quietly if the malware stems from the U.S. or an ally, rather than burning an ongoing operation a-la Kaspersky’s “Slingshot” report in March. We have more from Thursday's Cyber Threat Intelligence summit.

CAPITOL HILL'S CYBERSECURITY FOCUS: The House of Representatives is ramping up its information sharing with parliaments from the "Five Eyes" allies — Australia, Canada, New Zealand and the United Kingdom — with the goal of protecting lawmakers from advanced hacking operations. “We’re looking at ways to better share information on a more routine basis,” House CISO Randy Vickers told CyberScoop Thursday. “It really is just about ensuring that we all have a common knowledge across our environments.” Vickers would not comment on the advanced threats the House might be facing, but the aim of the expanded information-sharing program would be to help thwart such activity. Sean Lyngaas has more.

EVENT

CYBERSECURITY LEADERSHIP FORUM: Register for the 2018 Cybersecurity Leadership Forum to learn how the best minds in government and tech are changing the paradigm when it comes to cybersecurity. Register today!

STATE DEPT'S LATEST CYBER NORMS ATTEMPT: Lawmakers have long called for the executive branch to lay out a clear cyberdeterrence strategy. A set of recommendations from the State Department to President Donald Trump continues in that tradition by suggesting the U.S. government clearly, and publicly, outline the malicious activity it seeks to deter. The unclassified version of the report, published Thursday, also advocates "swift, costly, and transparent consequences" on foreign governments that use "significant" malicious cyber activity to harm U.S. interests. Sean has more.

A MESSAGE FROM DELL EMC

THE FUTURE IS DIGITAL WE'LL HELP YOU SHAPE IT: Accelerate development of cloud-native applications, harness the power of real-time data analytics, and connect to the Internet of Things when you partner with Dell EMC.

THE NORTHERN RANGE: Minnesota's Metropolitan State University opened its new MN Cyber Range this month, offering cybersecurity certifications and a first-of-its-kind system in the state described as "a flight simulator for cyber attacks." The cyber range, which officially opened on May 16, is located on the university's campus in St. Paul and is the result of a public-private partnership between the university, the Minnesota State IT Center of Excellence, and Israel-based aerospace and defense company Elbit Systems Ltd. Officials say the university contributed \$50,000 to the project and its joint venture partner is contributing equipment, working space, and staff. StateScoop has more.

TWEET OF THE DAY

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What a luxurious creature comfort that in no way portends shady security behavior. Nope. Not at all.

How about tossing your favorite website a follow on Twitter and a like on Facebook? Click those shiny social buttons below to get the best we have to offer across the social web.

To learn about CyberScoop advertising and sponsorship opportunities, drop us a note - we look forward to hearing from you!

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From: CyberScoop
To: [Wiatrowski, William - BLS](#)
Subject: [BULK] Kaspersky's lawsuits go kaput
Date: Thursday, May 31, 2018 9:17:04 AM

Kaspersky's lawsuits go kaput

North Korea is still at it. Manufacturers need to step up in war against botnets, government report says.

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THURSDAY

May 31, 2018

Kaspersky was dealt another blow by the U.S. government. North Korea hasn't stopped its hacker armies amid peace talks. And the White House points the finger at the private sector over botnets. This is CyberScoop for Thursday, May 31.

DISMISSED: Two lawsuits filed by the Russian cybersecurity firm Kaspersky Lab were dismissed Wednesday, ending the Moscow-based company's attempt to lift the U.S. government's ban on its products. The basis of Kaspersky's lawsuit was that the bans were unconstitutional and caused undue harm to the company. The ban is constitutional, Judge Colleen Kollar-Kotelly concluded. "These defensive actions may very well have adverse consequences for some third-parties," she wrote. "But that does not make them unconstitutional." A Kaspersky spokesperson said they would pursue an appeal. Patrick Howell O'Neill has more.

WHY STOP NOW? As Kim Jong-un speaks publicly about nuclear disarmament, North Korea's hacker army continues to launch cyberattacks against different businesses across Asia, Europe and the U.S., according to private sector analysts and former U.S. officials. Experts from several cybersecurity firms — Dell SecureWorks, McAfee, Symantec, FireEye and Recorded Future — told CyberScoop that activity from North Korea has stayed steady or grown in volume since peace talks gained steam earlier this year. The findings provide a stark reminder that North Korea remains highly dependent on cybercrime for both financial and geopolitical gain, so much so in that they're willing to risk angering foreign governments amid a diplomatic push. Chris Bing has more.

EVENT

CYBERSECURITY LEADERSHIP FORUM: Register for the 2018 Cybersecurity Leadership Forum to learn how the best minds in government and tech are changing the paradigm when it comes to cybersecurity. Register today!

BOTNETS ARE BEATING BACK BUSINESS: A report on botnets released by the Trump administration Wednesday points the finger at market failures for the online havoc wreaked by the rogue computers. “Product developers, manufacturers, and vendors are motivated to minimize cost and time to market, rather than to build in security or offer efficient security updates,” states the report mandated by a White House executive order last year. The report lays out a series of recommendations to better thwart the zombie computer armies, including using government R&D to support things like data analytics, machine learning, and artificial intelligence. Sean Lyngaas has more.

DEFEATING DWELL TIME: Israeli startup Vulcan Cyber announced on Wednesday that it brought in \$4 million in seed funding to launch its vulnerability remediation platform. The funding primarily comes from cybersecurity investing company YL Ventures, with participation from a few other investors. The company wants to solve the problem that security professionals can’t keep up with: new vulnerabilities that crop up on their networks as their IT infrastructures continuously expand. Vulcan says its Continuous Vulnerability Remediation platform integrates with a number of scanning, configuration and patching tools to identify vulnerabilities and orchestrate a response. The company boasts that its platform can drastically reduce dwell time —

the time between learning of a vulnerability and actually fixing it. Zaid Shoorbajee has more.

A MESSAGE FROM DELL EMC

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THE PLEADING CONTINUES: Nineteen Democratic senators called on the Trump administration to reinstate the White House's top cybersecurity post, which it removed earlier this month. The group, led by Sen. Amy Klobuchar, D-Minn., wrote a letter urging National Security Adviser John Bolton to reconsider his decision to eliminate the cybersecurity coordinator position, which was housed in the National Security Council. Rob Joyce left earlier this month after John Bolton cleaned house upon his arrival to the position. Ryan Duffy has more.

TWEET OF THE DAY

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Huge if true.

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From: AUBER
To: [Wiatrowski, William - BLS](#)
Subject: [MARKETING] Walton Fellow Ross DeVol to Headline at AUBER Fall Conference + Center News
Date: Thursday, May 31, 2018 10:31:46 AM

Walton Fellow Ross DeVol to Headline at AUBER Fall Conference
+Center News

May 2018 Newsletter

May 31, 2018

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Association for University Business and Economic Research Newsletter

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
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Walton Fellow Ross DeVol to Make Keynote Presentation at AUBER Fall Conference

We are pleased to announce that Walton Family Foundation [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Fellow Ross DeVol will be a keynote speaker at our fall conference held October 13-16 in Salt Lake City.

Recognized [970483] among the "Superstars of Think Tank Scholars" by International Economy magazine, DeVol's research as a Walton Fellow focuses on policies related to economic vitality of Northwest Arkansas and the American heartland.

DeVol is the former chief research officer at the Milken Institute, where he was responsible for overseeing research on international, national, and subnational growth performance; access to capital and its role in economic growth and job creation; and health-related topics. While at the Institute, he put his group in the national limelight with groundbreaking research on innovation and its economic impact as well as the economic and human consequences of chronic disease.

He previously served as senior vice president of IHS Global Insight Inc., director of economic planning at CSX, economist at Chase Econometrics and economic analyst at Union Pacific. He is an appointee to California Treasurer John Chiang's Counsel of Economic Advisors, as well as former appointee California State Controller's Council of Economic Advisors and past president of the Los Angeles chapter of the National Association for Business Economics.

A graduate of Ohio University, Ross holds a master's degree in economics.

Fall 2018 Conference

Early-Bird Registration is Open for AUBER Fall Conference

IMG [568555]Early-bird registration is open for the 71st Annual AUBER Fall Conference [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] held in Salt Lake City from October 13-16, 2018.

The conference features sessions on topics as wide-ranging as Social Impact Studies, Forecasting/Econometric Techniques, Weird Data Science, Data Visualization, and the State and Local Impacts of Federal Tax Reform. Keynote speakers include:

Ross DeVol - Walton Fellow and former Chief Research Officer at the Milken Institute

Jonathan Schwabish - Senior Fellow at the Urban Institute and Founder of PolicyViz

Qing Wu, Senior Economist at Google

John Silvia, Managing Director and Chief Economist, Wells Fargo Bank

Conference Field Trip to the High West Distillery

AUBER Fall Conference will feature one of our famous field trips—this time to Park City and the High West Distillery [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] in the Wasatch-Uinta mountains!

Make plans to attend the 2018 Fall Conference in Salt Lake City!

Register Now at the Early-Bird Rate!

Member News

AUBER Centers in the News

University of Texas at El Paso, Department of Economics & Finance. During April and May 2018, UTEP Border Region Modelling Project (BRMP) personnel were interviewed for 8 separate television, radio, and newspaper interviews published in the USA and Mexico.

On 16 May, Tom Fullerton was interviewed about rising oil and gasoline prices in the Texas Standard:

<http://www.texasstandard.org/stories/rising-gas-prices-are-a-break-even-proposition-for-the-texas-economy/>

BRMP research presented at the 2017 AUBER conference in Albuquerque was also published as a journal article last month:

T.M. Fullerton, Jr. and L.M. Sáenz-Rojo, 2018, "Yield Spreads, the Exchange Rate, and Recession Predictability for Northern Mexico Border Economies," Asian Journal of Economic Modelling 6 (1), 56-64, doi: 10.18488/journal.8.2018.61.56.64.

Penn State Behrend, Economic Research Institute of Erie in the Black School of Business, in collaboration with former AUBER president Dr. Jim Kurre, has completed An Analysis of Cost-of-Living Data for Pennsylvania Counties, a study that was funded by the Center for Rural Pennsylvania (CRP), a legislative agency of the Pennsylvania General Assembly. The study has been officially released and is now in the mailboxes of members of the Pennsylvania General Assembly. The full study is available at the CRP's website:

<http://www.rural.palegislature.us/documents/reports/Cost-of-Living-Study-2018.pdf> A brief summary of the study is available in the May/June 2018 issue of the CRP Newsletter: http://www.rural.palegislature.us/publications_newsletter.html

University of Montana Bureau of Business and Economic Research. University of Montana podcast features Tester, Gianforte, on higher ed levy [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Missoulian); Firearms, alcohol and electronics driving Montana's manufacturing sector [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Missoulian); Does density promote affordability? Economists say yes, Minneapolis residents are skeptical; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Star Tribune); Our great outdoors fueling state's tech growth [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Bozeman Daily Chronicle); Benefits of Medicaid to be discussed at Great Falls forum [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Great Falls Tribune);

University of Utah, Kem C. Gardner Policy Institute. What Rapidly Rising Prices Mean for Housing Affordability [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Gardner Business Review); Housing shortage evident across Utah, report says [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (the Spectrum); Trying to stem the skyrocketing price of Utah housing is goal of new Salt Lake Chamber coalition [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Salt Lake Tribune); St. George, Utah, is nation's fastest-growing metro area, Census says [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (USA Today).

Georgia State University, Economic Forecasting Center. GDP in US to expand 2.9% in 2018, recession not in sight: Forecast [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Staffing Industry Analysts); GSU Economist Urges Patience as Full Impact of Tax Cuts Ripples Through System [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Rebusiness Online); Georgia Small Businesses Set to Benefit from Tax Cut, But Not Enough to Break Moderating Trend [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Georgia Association of Business Brokers); GSU Economic Forecaster Advises Patience for Remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Georgia Association of Business Brokers); Georgia Small Businesses Set to Benefit from Tax Cut, But Not Enough to Break Moderating Trend

[<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Saporta Report); Georgia economy tightly tied to global factors, says GSU forecaster [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Atlanta Journal-Constitution); Economic Forecaster Advises Patience for Remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Middle Georgia CEO); Georgia State economist cautions patience with tax cut impacts [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Atlanta Business Chronicle).

University of Nebraska-Lincoln, Bureau of Business Research. 89 Nebraska faculty receive promotion, tenure [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska indicator: Economic growth expected through summer [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska Indicator: Economic Growth Through Summer 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Business News); UNL economic indicator rises in March [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Civitas Consulting Students Aid Nonprofit Startups [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Business News); Moze-Kadavy, Villota earn Boren Scholarship [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska Bureau of Business Research Leading Economic Indicator – April 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (BBR Podcast / YouTube); Nebraska BBR Webinar: Bureau Scholars Research Results [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Webinar Recording / YouTube); Consumer, business confidence drop in April [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Business and consumer confidence slips slightly in April [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Radio Network); April surveys: Business, consumer confidence moderate in Nebraska [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Omaha World Herald); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Sandhills Express); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (KWBE); Nebraska Business and Consumer Confidence Remain Strong [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (WNAX); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (1011 Now); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (The Grand Island Independent); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Herald Courier); Nebraska Farmland Values Drop by 2.8 Percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (KTIC); Nebraska Labor Availability, Skill and Training Studies [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Networks/NET); DUI cases on the decline in Lancaster County, study finds [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Nebraska Indicator says economic growth to continue [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska TV); Nebraska indicator: Economic growth to continue through fourth quarter [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska BBR Webinar: Annual Business Indicators for the Lincoln Area [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Webinar Recording / YouTube); [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] LINCOLN'S 2018 BUSINESS CONDITIONS & INDICATORS REPORT [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (LPED Research & Reports); Nebraska economists bullish on state economy for remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Radio Network).

University of Hawaii Economic Research Organization. UHERO State Forecast Update: Ready or not, Hawaii is set for more growth; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Rethinking Hawaii Tourism: Time to Shift from Marketing to Managing Tourism?; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Making Sense of Mandatory Resort Fees; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Who are Driving Electric Vehicles? An analysis of factors that affect EV adoption in Hawaii; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Variable Pricing and the Cost of Renewable Energy [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>]; A Pocket Full of PIMs; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Should regulators fear bond-rating agencies? [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>]

Job Alerts

Project Manager, Division of Business and Economic Research, The University of New Orleans

POSITION #: 4987

DEPARTMENT: Division of Business &Economic Research

POSITION SUMMARY: Supervise and prepare research projects.

RESPONSIBILITIES: Supervise, prepare and collaborate in the different tourism and business research phases. Conduct grant searches and write proposals. Perform statistical analysis and tabulation. Update and maintain procedures for economic impact analysis and prepare economic impact reports. Monitor changes in tax and multipliers for areas of interest. Produce research reports and present results if required. Collect external information including hotel, travel and other tourism indicators to validate and compare with survey results. Estimate the visitor spending impact and profile. Maintain computer models and databases to present economic indicators for the area; monitor local economic current events. Arrange surveying plans for the different events. Write and maintain online surveys. Monitor and perform data collection and data entry, Prepare profile summary reports. Provide timely and thorough reports to the Dean on all ongoing projects. Supervise and ensure the completion of special projects submitted by the Dean. Assist with the preparation of the monthly schedule for the intercept surveyors. Update and check accuracy of online surveys, phone surveys and hotel surveys. Monitor the number of responses for each

source on a regular basis. Prepare a database with the responses from the online surveys along with the data collected from festivals and other events throughout the year. Develop and maintain a statistical software syntax to maintain methodological consistency. Maintain historical records of results. Produce materials for publication and present the results. Collect tourism indicators for the different areas throughout the state including hotel, travel, casino, employment, economic growth and visitation. Determine current and future estimates of the total number of visitors and their spending. Forecast employment and the number of hotel rooms sold, including those for conventions, and airport passengers for all regions in Louisiana. Determine current and future estimates of the taxes paid by visitors to the state of Louisiana. Produce materials for publication. Prepare the UNO Metropolitan Report. Supervise personnel working on project deadlines. Manage the reporting and deadline for multiple projects. Create an annual schedule of deadlines. Supervise and train student assistants as required. Collaborate with Hospitality Research Center (HRC) partners. Attend meetings with organizations, clients and media as required. Establish working relationships with prospective and current clients. Travel as required to network with researchers and receive training in new statistical software and relevant state-of-art methodologies. Other duties as required to facilitate office operation and administration.

REQUIRED QUALIFICATIONS:

Master's Degree in business, economics, mathematics, or related discipline or Bachelor's Degree with at least 3 years of relevant work experience. Background developing and conducting research in tourism, business, economics or related field. Experience managing large databases using Access programming. Knowledge of statistical applications for research in tourism, business, economics, or related discipline and experience utilizing statistical software packages, specifically SPSS. Strong computer skills, including publishing/editing Word, advance Excel spreadsheet applications –specifically macros, creation of presentations, and use of graphics in all computer applications. Excellent organizational skills, professional written and oral presentation skills. Flexibility, attention to detail, ability to work with research team under tight deadlines, and willingness to learn.

DESIRED QUALIFICATIONS:

Strong mathematical training and skills. Knowledge of applied economics and federal and state data concepts, sources and uses. Experience using SAS.

SALARY: Commensurate with qualifications and experience.

APPLICATION PROCEDURE: Apply to <http://www.uno.edu/jobs/4987.aspx> [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] with a resume, letter of application and names and contact information for three employment references to Karen Brakel, kbrakel@uno.edu [<mailto:kbrakel@uno.edu>] .

CLOSING DATE: Position will remain open until filled. To assure full consideration, applications should be received by May 28, 2018.

All applicants will be considered for employment without regard to retirement status and without regard to an applicant's having previously accused the UL System Board or any of its universities of unlawful discrimination. Retirement status shall not be considered in the hiring process by any University in the UL System.

Would you like to share your center's news or a job alert with the AUBER membership? Please send member news to Shannon Furniss, AUBER Development Specialist, Shannon.Furniss@gmail.com.

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From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
Subject: FW: DOL Daily Briefing (5-31-18)
Date: Thursday, May 31, 2018 3:18:32 AM
Attachments: [image002.jpg](#)
[DOL Daily Briefing \(5-31-18\).pdf](#)
[DOL Daily Briefing \(5-31-18\).mobi](#)
[DOL Daily Briefing \(5-31-18\).docx](#)

From: DOL Daily

Sent: Thursday, May 31, 2018 6:17:25 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

Subject: DOL Daily Briefing (5-31-18)

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DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

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TO:

U.S. Department of Labor & Staff

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[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

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[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

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[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

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Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

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[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

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Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

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Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

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[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

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[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

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[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

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[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

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[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

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[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

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[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

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[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [#_Toc515510696]

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[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

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[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

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Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review)

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[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)
[#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)
[#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

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Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

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Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes)
[#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say
(Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review)
[#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
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[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

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Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

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Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

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5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

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Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

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U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

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Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz)
<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting

them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)
[<http://bangordailynews.com/2018/05/29/business/maine-company...>]

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor)
[<https://www.foxbangor.com/news/item/27687-cianbro-training-i...>]

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [<https://www.dol.gov/newsroom/releases/whd/whd20180530>]

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.daillyamerican.com/news/local/somerset/inbrief/la...\]](https://www.daillyamerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)
[\[https://www.huffingtonpost.com/entry/these-indian-womens-liv...\]](https://www.huffingtonpost.com/entry/these-indian-womens-liv...)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)
[\[http://www.newsweek.com/trump-administrations-h-1b-visa-frau...\]](http://www.newsweek.com/trump-administrations-h-1b-visa-frau...)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)
[\[https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...\]](https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)
[\[http://www.breitbart.com/immigration/2018/05/30/asylum-looph...\]](http://www.breitbart.com/immigration/2018/05/30/asylum-looph...)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we’ve invested in heavily in the past, and this year we just weren’t able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei’s were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha’s Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha’s Vineyard. “It’s inadequate,” Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. “That number has been determined by the Department of Labor,” Keating said. “It’s not arbitrary.”

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy’s Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[<https://blog.walmart.com/opportunity/20180530/why-were-offer...>]

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [<https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...>]

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[<https://www.foxbusiness.com/markets/companies-hiking-wages-a...>]

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinelsource.com/news/local/keene-teachers-unio...\]](http://www.sentinelsource.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAA Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[<https://lasvegassun.com/news/2018/may/30/union-strike-would-...>]

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[<http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...>]

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[<http://triblive.com/business/headlines/13706378-74/union-las...>]

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & ComplianceSenators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — Dynamex Operations West v Superior Court — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in Epic Systems Corp. v. Lewis could "significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In Dighello, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[\[https://www.plunkettcooney.com/blogs-thesophisticatedemployee...\]](https://www.plunkettcooney.com/blogs-thesophisticatedemployee...)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[\[https://www.law360.com/texas/articles/1048296\]](https://www.law360.com/texas/articles/1048296)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [\[https://www.investopedia.com/news/can-fiduciary-rule-be-save...\]](https://www.investopedia.com/news/can-fiduciary-rule-be-save...)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in The New Social Contract: A Blueprint for Retirement in the 21st Century, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

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U.S. jobs growth continues in May as labor
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Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure — buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South's health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to "furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees." To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and "To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future." "Nurses are bargaining for improvements in patient safety and workers' rights, yet management has failed to reach an agreement that nurses will find acceptable," said Alice Barden, president of HPAE Local 5004. "Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital."

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company's anti-union activities. "We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn't believe we got a fair election. We're happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers," said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

"General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it," a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an "act of Congress" for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

From: Kindelan, Megan - BLS
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From: DOL Daily

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DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

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TO:

U.S. Department of Labor & Staff

DATE:

Friday, June 1, 2018 6:00 AM ET

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[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon) [#_Toc515597110]

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press) [#_Toc515597111]

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business) [#_Toc515597112]

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[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate) [#_Toc515597114]

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post) [#_Toc515597115]

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan) [#_Toc515597116]

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Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [#_Toc515597120]

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [#_Toc515597121]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail) [#_Toc515597122]

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post) [#_Toc515597123]

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AmericanHort welcomes H-2A improvement initiative (Fresh Plaza) [#_Toc515597126]

Ag leaders hope Trump can improve H-2A (The Packer) [#_Toc515597127]

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management) [#_Toc515597128]

Medical groups warn Trump of ‘imminent healthcare repercussions’ due to visa crackdown (Think Progress) [#_Toc515597129]

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A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller) [#_Toc515597141]

Psychologists: Women are not to blame for the wage gap (EurekAlert!) [#_Toc515597142]

The right to raise a family without going broke (The Week Magazine) [#_Toc515597143]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press) [#_Toc515597144]

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers’ wages (Washington Post) [#_Toc515597145]

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR) [#_Toc515597146]

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News) [#_Toc515597147]

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [#_Toc515597148]

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles) [#_Toc515597149]

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg) [#_Toc515597150]

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[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [#_Toc515597154]

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[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio) [#_Toc515597160]

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[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [#_Toc515597168]

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[HI] Hawaii reports surge in serious work-related accidents (Business Insurance) [#_Toc515597178]

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Unique new hiring initiative focuses on student vets (Military Times) [#_Toc515597181]

[WI] The Joseph Project raises vets' employment hopes (Stars & Stripes) [#_Toc515597182]

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror) [#_Toc515597183]

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It's time to acknowledge that strikes work (Washington Post) [#_Toc515597185]

Largest federal employee union sues Trump over rollback of union protections (Washington Post) [#_Toc515597186]

Federal employees sue Trump over executive order restricting union activity (The Hill) [#_Toc515597187]

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress) [#_Toc515597188]

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [#_Toc515597189]

Why the Teacher Strikes Matter So Much (Daily Kos) [#_Toc515597190]

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [#_Toc515597191]

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice) [#_Toc515597192]

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader) [#_Toc515597193]

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [#_Toc515597194]

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times) [#_Toc515597195]

[SC] Boeing South Carolina workers face union membership vote (Fox Business) [#_Toc515597196]

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South (Charleston Post & Courier) [#_Toc515597197]

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal) [#_Toc515597198]

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [#_Toc515597199]

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [#_Toc515597200]

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [#_Toc515597201]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton) [#_Toc515597202]

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [#_Toc515597203]

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint) [#_Toc515597204]

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [#_Toc515597205]

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy) [#_Toc515597206]

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [#_Toc515597207]

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner) [#_Toc515597208]

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles) [#_Toc515597209]

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald) [#_Toc515597210]

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal) [#_Toc515597211]

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [#_Toc515597212]

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How Can Business Leaders Support Disabled Workers? (Talent Economy) [#_Toc515597214]

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal) [#_Toc515597215]

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Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [#_Toc515597217]

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune) [#_Toc515597218]

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed) [#_Toc515597219]

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [#_Toc515597220]

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox) [#_Toc515597221]

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [#_Toc515597222]

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming) [#_Toc515597223]

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review) [#_Toc515597224]

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [#_Toc515597225]

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[TX] Unpaid FMLA leave may be ‘unemployment’ in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [#_Toc515597227]

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DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor) [#_Toc515597229]

Solving America’s retirement security challenges (CNBC) [#_Toc515597230]

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report) [#_Toc515597231]

Let’s get real about planning: What an average retirement costs (USA Today) [#_Toc515597232]

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today) [#_Toc515597233]

Gig Workers’ Retirement Prospects Look Dim (Forbes) [#_Toc515597234]

Pension and a paycheck? State may loosen ‘double dipping’ rules (Boston Globe) [#_Toc515597235]

Side Hustles Are Changing How People Plan for Retirement (Motley Fool) [#_Toc515597236]

Retirement Could Be Tougher in the Future (World at Work) [#_Toc515597237]

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo) [#_Toc515597238]

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo) [#_Toc515597239]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [#_Toc515597240]

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [#_Toc515597241]

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The U.S. Moves Closer to a Trade War With Allies (Wall Street Journal) [#_Toc515597243]

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico) [#_Toc515597244]

Trump’s Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [#_Toc515597245]

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [#_Toc515597246]

TrumpTrade: How Trump’s Trade Policies Divide CEOs (Chief Executive) [#_Toc515597247]

Trump’s Trade War Would Be Very Bad for Many Americans (Pacific Standard) [#_Toc515597248]

[MI] Detroit Wins With NAFTA (Heritage Foundation) [#_Toc515597249]

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U.S. consumer spending accelerates; weekly jobless claims fall (New York Times) [#_Toc515597251]

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg) [#_Toc515597252]

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg) [#_Toc515597253]

US consumer spending up 0.6 percent, best in 5 months (ABC News) [#_Toc515597254]

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch) [#_Toc515597255]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [<http://www.berksmontnews.com/general-news/20180531/departmen...>]

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

Unemployment Insurance Weekly Claims (Department of Labor)
[<https://www.dol.gov/sites/default/files/documents/newsroom/r...>]

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

EmploymentJobs Report for May: Here's What to Watch For (New York Times)
[<https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...>]

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

U.S. job growth seen picking up, wage growth likely moderate (New York Times)
[<https://www.nytimes.com/reuters/2018/06/01/business/01reuter...>]

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy. Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists. The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

5 Things to Watch in the May Jobs Report (Wall Street Journal) [<https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...>]

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.

Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.

How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?

Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage

increases, but overall pay gains have decelerated in recent months, perplexing economists.

Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

Job growth seen robust in May, but workers still looking for pay raise (CNBC)

[\[https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...\]](https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

May jobs report, what will it take to roil the markets (Fox Business) [\[https://www.foxbusiness.com/markets/may-jobs-report-what-wil...\]](https://www.foxbusiness.com/markets/may-jobs-report-what-wil...)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

US job growth might have picked up in May despite trade rift (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-job-growth-pick...\]](https://abcnews.go.com/Business/wireStory/us-job-growth-pick...)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

These franchises are hiring hundreds of workers this summer (Fox Business)

[\[https://www.foxbusiness.com/features/these-franchises-are-hi...\]](https://www.foxbusiness.com/features/these-franchises-are-hi...)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [\[http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...\]](http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

Got Jobs? Dairy Does (National Milk Producers Federation) [\[http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...\]](http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the "Got Jobs?" campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [\[http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...\]](http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo)
[\[https://www.wkbw.com/news/hiring-716/the-industries-projected...\]](https://www.wkbw.com/news/hiring-716/the-industries-projected...)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York's workforce development.

[Editorial note: See list at source link]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy)
[\[http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...\]](http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [\[http://www.kentucky.com/news/state/kentucky/article212246574...\]](http://www.kentucky.com/news/state/kentucky/article212246574...)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance)
[\[http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...\]](http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The

fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[WI] Foxconn can keep workers in state (La Crosse Tribune) [<http://lacrosetribune.com/opinion/columnists/tom-still-foxc...>]

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [<http://www.fresnobee.com/opinion/article212270549.html>]

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building, 2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

UnemploymentUS Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [<https://www.wsj.com/articles/us-jobless-claims-declined-in-w...>]

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torrey)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor

Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [<https://www.marketwatch.com/story/jobless-claims-drop-13000-...>]

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [<https://www.cnn.com/2018/05/31/sears-plans-to-close-72-more-...>]

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to close next.

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [<https://www.sevendaysvt.com/OffMessage/archives/2018/05/31/k...>]

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [<http://www.carrollcountytimes.com/bs-hs-flood-displaced-work...>]

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[NC] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...\]](https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon)
[\[https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...\]](https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel)
[\[http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...\]](http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times)
[\[http://www.nwitimes.com/business/jobs-and-employment/unemplo...\]](http://www.nwitimes.com/business/jobs-and-employment/unemplo...)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

ApprenticeshipRise of the apprentice: A European tradition comes to the US (MSN) [<http://www.msn.com/en-us/news/other/rise-of-the-apprentice-a...>]

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [<https://www.reuters.com/article/us-world-work-apprentice/the...>]

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [<https://www.insurancejournal.com/news/national/2018/05/31/49...>]

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across

multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [<http://www.localsyr.com/news/local-news/cny-manufacturing-ap...>]

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [<https://urbanmilwaukee.com/pressrelease/u-s-senator-tammy-ba...>]

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [<https://findorff.com/creating-a-foundation-to-build-careers-...>]

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum.

This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle)
[<https://www.king5.com/article/news/local/swiss-apprenticeshi...>]

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

LaborAmerican health-care workers are committing suicide in unprecedented numbers (The Hill)
[<http://thehill.com/opinion/healthcare/389999-american-health...>]

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide — five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

The Heavy Toll of Opioids on America's Labor Force (US News & World Report)
[<https://www.usnews.com/news/healthiest-communities/articles/...>]

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy — on victims, their families, colleagues and communities — all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

Public sector jobs: States where the most people work for the government (USA Today)

[\[https://www.usatoday.com/story/money/economy/2018/06/01/stat...\]](https://www.usatoday.com/story/money/economy/2018/06/01/stat...)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire)

[\[https://www.businesswire.com/news/home/20180531005217/en\]](https://www.businesswire.com/news/home/20180531005217/en)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor)

[\[https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...\]](https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the

U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [http://www.heraldcourier.com/news/business_ap/hard-at-work-e...]

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [<http://www.newson6.com/story/38315741/report-online-lending-...>]

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7 billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/r11806804/the-l...>]

(5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of

small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11804456/caree...\]](https://www.benzinga.com/pressreleases/18/05/r11804456/caree...)

(5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...\]](https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-

service.

Employers' use of temporary, contract workers continues to increase (HR Dive)
[<https://www.hrdive.com/news/employers-use-of-temporary-contr...>]

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[NY] Should employees have a right to disconnect? (HR Dive) [<https://www.hrdive.com/news/should-employees-have-a-right-to...>]

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle)
[<https://www.charlestonchronicle.net/2018/05/31/myers-crossin...>]

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to

college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[GA] Teach For America raising concerns in teaching profession (Daily Illini)

[\[https://dailyillini.com/news/2018/05/31/teach-for-america-ra...\]](https://dailyillini.com/news/2018/05/31/teach-for-america-ra...)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times &Free Press)

[\[http://www.timesfreepress.com/news/local/story/2018/jun/01/n...\]](http://www.timesfreepress.com/news/local/story/2018/jun/01/n...)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential to ensure that community members with a record can actually build productive lives after serving their time.

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [\[http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...\]](http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon)
http://www.starbeacon.com/news/local_news/a-tech-opens-indus...

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press)
<https://www.freep.com/story/money/business/john-gallagher/20...>

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it "Economic gardening." And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business)
<http://www.crainsdetroit.com/article/20180531/blog200/662176...>

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential or apprenticeship program.

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter)
<http://www.chicagoreporter.com/why-doesnt-chicago-have-worke...>

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops

such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate)

[\[http://www.theadvocate.com/new_orleans/news/communities/st_t...\]](http://www.theadvocate.com/new_orleans/news/communities/st_t...)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post)

[\[http://yourhub.denverpost.com/blog/2018/05/job-corps-student...\]](http://yourhub.denverpost.com/blog/2018/05/job-corps-student...)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan)

[\[https://www.coloradoan.com/story/news/local/colorado/2018/05...\]](https://www.coloradoan.com/story/news/local/colorado/2018/05...)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest in Colorado," said David Lopez, sitting at his computer. "Prepositioning. PREPO," he clarified, recognizing the confused look on this reporter's face. Lopez, 19, deals with a lot of acronyms and abbreviations. He's fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working

behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [<http://q13fox.com/2018/05/31/where-are-the-workers-a-farm-cr...>]

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

"What could have been a stellar season I can say was probably not," Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[CA] Silicon Valley’s company towns are doomed (Co.Design) [<https://www.fastcodesign.com/90174299/silicon-valleys-compan...>]

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child LaborCongressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [<http://www.safetyandhealthmagazine.com/articles/print/17109-...>]

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [<https://www.insideedition.com/investigation-finds-children-w...>]

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail)
[\[http://www.dailymail.co.uk/news/article-5792489/Children-you...\]](http://www.dailymail.co.uk/news/article-5792489/Children-you...)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post)
[\[https://nypost.com/2018/05/31/upstate-religious-cult-alleged...\]](https://nypost.com/2018/05/31/upstate-religious-cult-alleged...)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. "They preach peace and love. But there's another side of these people they don't want you to see," says a promo for the "Inside Edition" report, which airs 7 p.m. Friday on CBS.

ImmigrationReport: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart)
[\[http://www.breitbart.com/big-government/2018/05/31/report-mo...\]](http://www.breitbart.com/big-government/2018/05/31/report-mo...)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B

foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza)
[<http://www.freshplaza.com/article/195652/AmericanHort-welcom...>]

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

Ag leaders hope Trump can improve H-2A (The Packer) [<https://www.thepacker.com/article/ag-leaders-hope-trump-can-...>]

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management)
[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acqu...>]

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland’s Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to

The Baltimore Sun.

Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown (Think Progress)
[<https://thinkprogress.org/international-doctors-suffer-from-...>]

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working WomenThe child-free life: Why so many American women are deciding not to have kids (Washington Post) [<https://www.washingtonpost.com/local/the-child-free-life-why...>]

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop)
[<https://www.govloop.com/federally-employed-women-paving-way-...>]

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

Women Less Optimistic Than Men About the Future of Work (Benzinga)
[<https://www.benzinga.com/pressreleases/18/05/r11804508/women...>]

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a

quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [<http://www.heraldbulletin.com/indiana/news/spots-remain-in-g...>]

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation A Record Month for Raises (Wall Street Journal) [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>]

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate."

Should women feel ashamed for earning more than their male partners? (MarketWatch) [<https://www.marketwatch.com/story/should-women-feel-ashamed-...>]

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman's savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they're the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would

feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem "exhausting" and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

Jobs Are Booming. Are Wages Next? (Bloomberg) [<https://www.bloomberg.com/view/articles/2018-05-31/may-u-s-j...>]

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [<https://biglawbusiness.com/tackling-the-motherhood-penalty-s...>]

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14 percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It’s not just promotions and advancements that can be affected; project assignments, lucrative clients, and “good” shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [<http://www.breitbart.com/2018->

[elections/2018/05/30/report-su...\]](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will “offer the maximum hourly wage they feel their business can afford” this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that “nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year.” “Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious,” said Snag CEO Peter Harrison.

The survey’s data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump’s lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller)

[\[http://dailycaller.com/2018/05/31/small-businesses-raising-w...\]](http://dailycaller.com/2018/05/31/small-businesses-raising-w...)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation’s biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

Psychologists: Women are not to blame for the wage gap (EurekAlert!)

[\[https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...\]](https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice’s School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal Industrial and Organizational Psychology.

The right to raise a family without going broke (The Week Magazine) [\[http://theweek.com/articles/775752/right-raise-family-withou...\]](http://theweek.com/articles/775752/right-raise-family-withou...)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press)

[\[https://www.burlingtonfreepress.com/story/news/local/vermont...\]](https://www.burlingtonfreepress.com/story/news/local/vermont...)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages (Washington Post)

[\[https://www.washingtonpost.com/\]](https://www.washingtonpost.com/)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR)

[\[http://stlouiscnr.com/departments/associations/construction-...\]](http://stlouiscnr.com/departments/associations/construction-...)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's

minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News)
[<http://cascadebusnews.com/tight-labor-market-high-school-gra...>]

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

“One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary,” said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [<http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...>]

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles)
[<https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...>]

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11 would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amato. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the

Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...\]](https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum WageSeven facts about tipped workers and the tipped minimum wage (Economic Policy Institute)
[\[https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...\]](https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;

Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;

In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;

Tipped work is overwhelmingly low-wage work, even in D.C.;

Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;

The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.

The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[PA] Gov. Wolf calls for increase of state's minimum wage (WJAC-TV NBC 6 Johnstown)
[\[http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...\]](http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many

Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [<https://whyy.org/articles/despite-lack-of-progress-higher-mi...>]

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [<http://www.wilsonsontimes.com/stories/minimum-wage-hike-would-b...>]

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and. 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [<https://louisianarecord.com/stories/511435618-federal-judge-...>]

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's

claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune)
[<http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...>]

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio)
[<http://michiganradio.org/post/michigan-manufacturers-say-pai...>]

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation [MA] Mother and Daughter Indicted for Workers' Compensation Fraud
(WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29565]

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the

state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/p11805507/louis...>]

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what she reported to insurers, according to the statement.

Employee Misclassification[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [<https://www.classaction.org/news/s1-security-group-hit-with-...>]

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

Worked full time on a pre-set, regular schedule;

Worked more than 56 hours per week for more than 132 weeks;

Did not hold any other job during his time with S1 Security Group;

Was under the defendants' absolute control during his work hours;

Had no discretion to refuse work assignments;

Was required to wear a uniform; and

Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [\[https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...\]](https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [\[https://newrepublic.com/article/148613/silicon-valleys-flexi...\]](https://newrepublic.com/article/148613/silicon-valleys-flexi...)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and direction of the hirer." Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, "When I asked drivers what they like about Uber, then every single time their top answer is 'I get to be my own boss. I get to use you when I want to. I can do whatever I want.'"

Wage Violations[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [\[http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...\]](http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. "Plain and simple — it's stealing," James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. "It's stealing just like any other kind of stealing, and people that do it ought to face the consequences."

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under "expense reimbursement" in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. "These timesheets weren't just a here and there kind of thing," Vance said at the press conference. "This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees' timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented."

Worker Safety Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29563]

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. "Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents," the organization's board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 "Most Wanted" safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [<http://www.heraldsun.com/news/state/south-carolina/article21...>]

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [<http://valdostatoday.com/2018/05/osha-construction-training-...>]

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [<http://miami.cbslocal.com/2018/05/30/crane-collapse-homes-la...>]

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [<http://laborpress.org/caterpillar-worker-dies-in-wisconsin-p...>]

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [<http://billingsgazette.com/news/local/osha-fines-billings-co...>]

(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to

\$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance)
[<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

VeteranA Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [<https://edtechtimes.com/2018/05/31/code-platoon-coding-bootc...>]

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

Unique new hiring initiative focuses on student vets (Military Times)
[<https://rebootcamp.militarytimes.com/news/employment/2018/05...>]

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and

how does this fit into your existing commitments,” Schmeling said. “If somebody has said, ‘We’re going to hire 10,000 veterans’ – great. Let’s make sure student veterans are a part of that.”

[WI] The Joseph Project raises vets’ employment hopes (Stars & Stripes)
[\[https://www.stripes.com/news/veterans/the-joseph-project-rai...\]](https://www.stripes.com/news/veterans/the-joseph-project-rai...)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn’t have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson’s The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson’s office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren’t guaranteed a job, but whether or not they are hired, it could open future doors.

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror)
[\[http://www.gilmermirror.com/view/full_story/27574125/article...\]](http://www.gilmermirror.com/view/full_story/27574125/article...)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M’s AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA’s Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. “Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers,” said Secretary Perdue, who is a veteran of the U.S. Air Force. “Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes.”

UnionIt’s time to acknowledge that strikes work (Washington Post)
[\[https://www.washingtonpost.com/news/posteverything/wp/2018/0...\]](https://www.washingtonpost.com/news/posteverything/wp/2018/0...)

(5/31/2018 1:20 PM, Alex Press)

At last month’s Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they’d learned from this year’s strikes. In doing so, they further kindled the spark lit during the West Virginia teachers’ strike. If West Virginia teachers — some of the most poorly paid educators in one of the country’s poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what’s possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it’s time to reiterate what many in the labor movement have long argued: strikes work.

It’s easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump’s election and the bitterly contested 2016 primary. Clearly, many feel they’ve been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women’s marches. But those

strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

Largest federal employee union sues Trump over rollback of union protections (Washington Post)
[\[https://www.washingtonpost.com/politics/largest-federal-empl...\]](https://www.washingtonpost.com/politics/largest-federal-empl...)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

Federal employees sue Trump over executive order restricting union activity (The Hill)
[\[http://thehill.com/regulation/court-battles/390150-federal-e...\]](http://thehill.com/regulation/court-battles/390150-federal-e...)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their working hours is an illegal change to the Civil Service Report Act.

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress)
[\[https://thinkprogress.org/trump-administration-sued-for-gutt...\]](https://thinkprogress.org/trump-administration-sued-for-gutt...)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of

Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [<http://prospect.org/article/trump-moves-curb-federal-employee...>]

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

Why the Teacher Strikes Matter So Much (Daily Kos) [<https://www.dailykos.com/stories/2018/5/31/1768496/-Why-the-...>]

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp geometry and algebra such that we felt competent in math.

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [<http://www.post-gazette.com/business/career-workplace/2018/0...>]

(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice)
[\[http://citizensvoice.com/news/striking-nurses-picket-wilkes-...\]](http://citizensvoice.com/news/striking-nurses-picket-wilkes-...)

(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader)
[\[https://www.timesleader.com/news/local/706151/nurses-strike-...\]](https://www.timesleader.com/news/local/706151/nurses-strike-...)

(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [\[https://www.arlnow.com/2018/05/30/workers-at-army-national-g...\]](https://www.arlnow.com/2018/05/30/workers-at-army-national-g...)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times)
[\[https://www.nytimes.com/reuters/2018/05/31/business/31reuter...\]](https://www.nytimes.com/reuters/2018/05/31/business/31reuter...)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[SC] Boeing South Carolina workers face union membership vote (Fox Business)

[\[https://www.foxbusiness.com/politics/boeing-south-carolina-w...\]](https://www.foxbusiness.com/politics/boeing-south-carolina-w...)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South

(Charleston Post & Courier) [\[https://www.postandcourier.com/business/boeing-s-flight-line...\]](https://www.postandcourier.com/business/boeing-s-flight-line...)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal)

[\[https://charlestonbusiness.com/news/aerospace/74560/\]](https://charlestonbusiness.com/news/aerospace/74560/)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [<http://abcnews4.com/news/local/flight-line-technicians-at-bo...>]

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [<https://www.bloomberg.com/news/articles/2018-05-31/boeing-so...>]

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley. In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [<http://www.live5news.com/story/38314195/flightline-workers-a...>]

(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American

industry and the American worker.

[Editorial note: View video at source link]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton)
[<http://www.wdtn.com/news/local-news/more-than-300-at-t-worke...>]

(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [<http://www.craindetroit.com/article/20180531/news/662331/un...>]

(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint)
[<http://nbc25news.com/news/local/att-very-prepared-to-keep-se...>]

(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural disasters, or even work stoppages."

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [<https://www.wtmj.com/news/at-t-workers-to-strike-in-milwaukee...>]

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same

thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy)
[<http://www.wgem.com/story/38317410/2018/05/31/wiu-faculty-an...>]

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [<http://fox4kc.com/2018/05/31/right-to-work-firestorm-smolder...>]

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner)
[<https://www.washingtonexaminer.com/opinion/op-eds/chaves-cou...>]

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles)
[<http://www.kplctv.com/story/38319444/50000-las-vegas-workers...>]

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald)
[\[https://www.heraldextra.com/entertainment/possibility-of-las...\]](https://www.heraldextra.com/entertainment/possibility-of-las...)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/unions...\]](https://www.reviewjournal.com/business/casinos-gaming/unions...)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [\[https://www.desertsun.com/story/news/politics/2018/05/31/tds...\]](https://www.desertsun.com/story/news/politics/2018/05/31/tds...)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

DisabilityHow Can Business Leaders Support Disabled Workers? (Talent Economy)
[\[http://www.talenteconomy.io/2018/05/30/how-can-business-lead...\]](http://www.talenteconomy.io/2018/05/30/how-can-business-lead...)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal)
[\[https://www.ibj.com/articles/69030-st-vincent-settles-disabi...\]](https://www.ibj.com/articles/69030-st-vincent-settles-disabi...)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [<https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...>]

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not

know if the other driver was disciplined.

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune)

[<http://fortune.com/2018/05/31/gretchen-carlson-supreme-court...>]

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in *Epic Systems Corp v. Lewis*. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a “hunting ground.”

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed)

[<https://www.buzzfeed.com/lamvo/sexual-harrassment-data-gilli...>]

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that “collecting this information would be complex and costly” and that employers may have “difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions.”

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [<https://www.hudsonvalley360.com/article/us-department-labor-...>]

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. “To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path,” said Acting Wage and Hour Division Administrator Bryan Jarrett.

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox)
[<https://www.vox.com/policy-and-politics/2018/5/31/17408884/f...>]

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, *Bradley v. T-Mobile*, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [<http://www.eriectvnews.com/story/38315723/new-federal-tip-poo...>]

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, *The Tip Income Protection Act - Changes to Tip Pooling*

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100 per violation."

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming)
[<https://www.cottonfarming.com/ginning-marketplace/departmen...>]

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review)
[\[https://www.natlawreview.com/article/new-laws-place-addition...\]](https://www.natlawreview.com/article/new-laws-place-addition...)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [\[https://topclassactions.com/lawsuit-settlements/lawsuit-news...\]](https://topclassactions.com/lawsuit-settlements/lawsuit-news...)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave[TX] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [\[http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...\]](http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as "unemployed" while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than "unemployed" status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was "not performing services for wages"—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission's decisions below had not determined the employee's eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits "if [she met] all other requirements." It was the county employer's view that the Act's definitions of "totally unemployed" and "partially unemployed" were relevant only as to eligibility, but not to the threshold issue of whether a claimant was "unemployed," and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

RetirementDOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor)
[\[https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...\]](https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency's years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL's previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser's failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

Solving America's retirement security challenges (CNBC) [<https://www.cnbc.com/2018/05/31/solving-americas-retirement-...>]

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it's a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report)
[<https://money.usnews.com/investing/news/articles/2018-05-31/...>]

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

Let's get real about planning: What an average retirement costs (USA Today)
[<https://www.usatoday.com/story/money/personalfinance/retireme...>]

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, “older households” — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That’s about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees’ spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here’s the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

Housing: \$1,322

Transportation: \$567

Health care: \$499

Food: \$483

Personal insurance/pensions: \$237

Cash contributions: \$202

Entertainment: \$197

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today)

[\[https://www.usatoday.com/story/money/personalfinance/retirem...\]](https://www.usatoday.com/story/money/personalfinance/retirem...)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren’t saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year’s first quarter, according to Fidelity. That’s a 45% increase from one year prior. Of course, there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it’s possible to amass \$1 million and retire comfortably as a result. If that’s the sort of goal you have in mind, here’s how to get there.

Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn’t demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.

Take full advantage of your employer match - If you’re lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That’s because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.

Invest your savings wisely - You may have noticed by now that we’ve applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it’s just a bit below the stock market’s average, which means it’s a pretty fair benchmark for projecting returns.

Gig Workers' Retirement Prospects Look Dim (Forbes)
[\[https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...\]](https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

Pension and a paycheck? State may loosen 'double dipping' rules (Boston Globe)
[\[http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...\]](http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

Side Hustles Are Changing How People Plan for Retirement (Motley Fool)
[\[https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...\]](https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement

savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

Retirement Could Be Tougher in the Future (World at Work)
[<https://www.worldatwork.org/workspan/articles/retirement-cou...>]

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo)
[<http://www.wben.com/articles/some-tops-employees-will-lose-p...>]

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo)
[<http://www.wivb.com/news/local-news/tops-teamster-workers-fu...>]

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund--which has a governing board separate from the Teamsters union--refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [<http://www.startribune.com/dayton-signs-pension-bill-aimed-a...>]

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [<http://www.latimes.com/business/la-fi-jarvis-calsavers-20180...>]

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

TradeThe U.S. Moves Closer to a Trade War With Allies (Wall Street Journal)
[<https://blogs.wsj.com/economics/2018/05/31/real-time-economi...>]

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico)
[<https://www.politico.com/newsletters/politico-influence/2018...>]

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent

months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

Trump's Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [<https://www.bna.com/trumps-steel-tariffs-n57982093100/>]

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [<http://www.businessinsider.com/america-nafta-us-economy-trad...>]

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

TrumpTrade: How Trump's Trade Policies Divide CEOs (Chief Executive) [<https://chiefexecutive.net/trumps-trade-policies-divide-ceos...>]

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

Trump's Trade War Would Be Very Bad for Many Americans (Pacific Standard)

[\[https://psmag.com/economics/the-trump-trade-war-is-back-on\]](https://psmag.com/economics/the-trump-trade-war-is-back-on)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[MI] Detroit Wins With NAFTA (Heritage Foundation) [\[https://www.heritage.org/trade/commentary/detroit-wins-nafta...\]](https://www.heritage.org/trade/commentary/detroit-wins-nafta...)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

NationalU.S. consumer spending accelerates; weekly jobless claims fall (New York Times)

[\[https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...\]](https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent

increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were "fairly broad-based in April," said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday's data. "It's not like we'll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households."

US consumer spending up 0.6 percent, best in 5 months (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-consumer-spendi...\]](https://abcnews.go.com/Business/wireStory/us-consumer-spendi...)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month's increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch)
[<https://www.marketwatch.com/story/the-next-us-recession-like...>]

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Friday, June 1, 2018 6:00 AM ET

DOL News and Opinion

Department of Labor recognizes
Shoemakersville brick manufacturer for
excellence in workplace safety (Berks-Mont
News) 6

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Jobs Report for May: Here's What to Watch For
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U.S. job growth seen picking up, wage growth
likely moderate (New York Times)..... 7

5 Things to Watch in the May Jobs Report (Wall
Street Journal)..... 8

Job growth seen robust in May, but workers still
looking for pay raise (CNBC)..... 8

May jobs report, what will it take to roil the
markets (Fox Business)..... 8

US job growth might have picked up in May
despite trade rift (ABC News) 9

These franchises are hiring hundreds of workers
this summer (Fox Business)..... 9

As U.S. jobs go begging, forget those monthly
gains of 200,000 (MSN) 9

Got Jobs? Dairy Does (National Milk Producers
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Summer Hiring is Expected to be Hot for the
Second Year in a Row, Finds CareerBuilder's
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[GA] Korean company to create 500 jobs in
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Avoid Kentucky, new ranking of states says
(Lexington Herald-Leader) 11

[MI] Morley to hire 60 people for customer
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Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

[Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety \(Berks-Mont News\)](#)

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

[Unemployment Insurance Weekly Claims \(Department of Labor\)](#)

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

Employment

[Jobs Report for May: Here's What to Watch For \(New York Times\)](#)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

[U.S. job growth seen picking up, wage growth likely moderate \(New York Times\)](#)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy.

Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists.

The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

[5 Things to Watch in the May Jobs Report \(Wall Street Journal\)](#)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

1. Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.
2. Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.
3. How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?
4. Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage increases, but overall pay gains have decelerated in recent months, perplexing economists.
5. Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

[Job growth seen robust in May, but workers still looking for pay raise \(CNBC\)](#)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

[May jobs report, what will it take to roil the markets \(Fox Business\)](#)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by

Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

[US job growth might have picked up in May despite trade rift \(ABC News\)](#)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

[These franchises are hiring hundreds of workers this summer \(Fox Business\)](#)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

[As U.S. jobs go begging, forget those monthly gains of 200,000 \(MSN\)](#)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

[Got Jobs? Dairy Does \(National Milk Producers Federation\)](#)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to

illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the “Got Jobs?” campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

[Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder’s Annual Survey \(Spoke\)](#)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. “Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits,” said Irina Novoselsky, president and COO of CareerBuilder. “Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It’s a great way for workers to add new skills, build up their resumes and expand their professional networks.”

[\[NY\] The industries projected to have the most job openings in WNY \(WKBW-TV ABC 7 Buffalo\)](#)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York’s workforce development.

[Editorial note: See list at source link]

[\[GA\] Korean company to create 500 jobs in Whitfield County \(Penn Energy\)](#)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of “strong partnerships” the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will

be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[\[KY\] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says \(Lexington Herald-Leader\)](#)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[\[MI\] Morley to hire 60 people for customer service jobs starting at \\$10 per hour \(Grand Valley Advance\)](#)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[\[WI\] Foxconn can keep workers in state \(La Crosse Tribune\)](#)

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[\[CA\] New milestone on high-speed rail project: 2,000th construction job created \(Fresno Bee\)](#)

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building,

2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

Unemployment

[US Jobless Claims Declined in Week Ended May 26 \(Wall Street Journal\)](#)

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torry)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

[Jobless claims drop 13,000 to 221,000 in late May \(MarketWatch\)](#)

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

[Sears plans to close 72 more stores, closing sales to start in near future \(CNBC\)](#)

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to

close next.

[\[VT\] Keurig Green Mountain Lays Off 35 Vermont Employees \(Seven Days Vermont\)](#)

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[\[MD\] Ellicott City flood leaves many workers without jobs \(Carroll County Times\)](#)

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[\[NC\] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce \(WRAL TechWire\)](#)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[\[GA\] Unemployment rate drops in Middle Georgia \(WMGT-TV NBC 41 Macon\)](#)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[\[FL\] Florida job cuts tick up in May, but down 15 percent year-to-date \(Fort Lauderdale Sun-Sentinel\)](#)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-

date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[\[IN\] Unemployment plunges across Northwest Indiana \(Northwest Indiana Times\)](#)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

Apprenticeship

[Rise of the apprentice: A European tradition comes to the US \(MSN\)](#)

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[The rise of the apprentice: a European tradition comes to the U.S. \(Reuters\)](#)

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

[More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent \(Insurance Journal\)](#)

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[\[NY\] CNY Manufacturing Apprenticeship program enters next phase \(WSYR-TV 9 Syracuse\)](#)

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[\[WI\] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek \(Urban Milwaukee\)](#)

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector

partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[\[WI\] Creating a Foundation to Build Careers: Our Youth Apprenticeships \(Findorff\)](#)

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum. This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[\[WA\] Swiss apprenticeship program touted for Washington state \(KING-TV NBC 5 Seattle\)](#)

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

Labor

[American health-care workers are committing suicide in unprecedented numbers \(The Hill\)](#)

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide —

five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

[The Heavy Toll of Opioids on America's Labor Force \(US News & World Report\)](#)

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy – on victims, their families, colleagues and communities – all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

[Public sector jobs: States where the most people work for the government \(USA Today\)](#)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

[Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds \(Business Wire\)](#)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

[Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

[Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care \(Bristol Herald Courier\)](#)

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

[Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \\$40 Billion for the Economy Over Three Years \(KOTV-TV 6 Tulsa\)](#)

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7

billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

[The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit \(Benzinga\)](#) (5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

[CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs \(Benzinga\)](#) (5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

[Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short \(Benzinga\)](#)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-service.

[Employers' use of temporary, contract workers continues to increase \(HR Dive\)](#)

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[\[NY\] Should employees have a right to disconnect? \(HR Dive\)](#)

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[\[SC\] Myers Crossing Training Prepares Students For Life-changing Occupations \(Charleston Chronicle\)](#)

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[\[GA\] Teach For America raising concerns in teaching profession \(Daily Illini\)](#)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[\[TN\] New Life Job Fair offers second chance to felons \(Chattanooga Times & Free Press\)](#)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential

to ensure that community members with a record can actually build productive lives after serving their time.

[\[OH\] Officials unveil new Mine Safety Training Center \(WTRF-TV 7 Wheeling\)](#)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[\[OH\] A-Tech opens industrial maintenance training lab to public \(Ashtabula Star-Beacon\)](#)

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[\[MI\] Why Michigan's workforce could be filled with outsiders \(Detroit Free Press\)](#)

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it “Economic gardening.” And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[\[MI\] Now's no time to be humble in courting talent to Michigan \(Crain's Detroit Business\)](#)

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential

or apprenticeship program.

[\[IL\] Why doesn't Chicago have worker-owned cooperatives? \(Chicago Reporter\)](#)

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[\[LA\] STEM Fest aims to take learning to a higher level \(Baton Rouge Advocate\)](#)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[\[CO\] Job Corps Student Finds Success in the Denver Workforce \(Denver Post\)](#)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[\[CO\] When wildfires spark, these young dispatchers work behind the scenes \(The Coloradoan\)](#)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest

in Colorado,” said David Lopez, sitting at his computer. “Prepositioning. PREPO,” he clarified, recognizing the confused look on this reporter’s face. Lopez, 19, deals with a lot of acronyms and abbreviations. He’s fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[\[WA\] Where are the workers? A farm crisis in Washington \(KCPQ-TV Fox 13 Seattle\)](#)

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

“What could have been a stellar season I can say was probably not,” Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[\[CA\] Silicon Valley’s company towns are doomed \(Co.Design\)](#)

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child Labor

[Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs \(Safety & Health\)](#)

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and

student-learner programs.”

[\[NY\] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers \(Inside Edition\)](#)

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[\[NY\] American children as young as NINE found working in 'cult-run' NEW YORK factory \(Daily Mail\)](#)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[\[NY\] Upstate religious cult allegedly beats kids, forces them into labor \(New York Post\)](#)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. “They preach peace and love. But there’s another side of these people they don’t want you to see,” says a promo for the “Inside Edition” report, which airs 7 p.m. Friday on CBS.

Immigration

[Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year \(Breitbart\)](#)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since

President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

[AmericanHort welcomes H-2A improvement initiative \(Fresh Plaza\)](#)

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

[Ag leaders hope Trump can improve H-2A \(The Packer\)](#)

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

[More H-2B Visas for Seasonal Work Available This Summer \(Society for Human Resource Management\)](#)

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland's Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to The Baltimore Sun.

[Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown \(Think Progress\)](#)

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working Women

[The child-free life: Why so many American women are deciding not to have kids \(Washington Post\)](#)

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

[Federally Employed Women: Paving the Way for Equal Opportunity \(GovLoop\)](#)

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie

discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

[Women Less Optimistic Than Men About the Future of Work \(Benzinga\)](#)

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[\[IN\] Spots remain in girls STEM summer camp at Ivy Tech Kokomo \(Anderson Herald-Bulletin\)](#)

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation

[A Record Month for Raises \(Wall Street Journal\)](#)

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday

issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report “job creation around 170,000, absent a surprise increase in the labor force participation rate.”

[Should women feel ashamed for earning more than their male partners? \(MarketWatch\)](#)

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman’s savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they’re the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem “exhausting” and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

[Jobs Are Booming. Are Wages Next? \(Bloomberg\)](#)

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

[Tackling the ‘Motherhood Penalty’? Start With Benefits \(Bloomberg BNA\)](#)

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14

percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It's not just promotions and advancements that can be affected; project assignments, lucrative clients, and "good" shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

[Report: Summer Hiring Raising Voters' Wages Before Midterms \(Breitbart\)](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will "offer the maximum hourly wage they feel their business can afford" this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that "nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year." "Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious," said Snag CEO Peter Harrison.

The survey's data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump's lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

[A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market \(Daily Caller\)](#)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation's biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

[Psychologists: Women are not to blame for the wage gap \(EurekAlert!\)](#)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing

psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice's School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

[The right to raise a family without going broke \(The Week Magazine\)](#)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[\[VT\] Vermont will pay remote workers \\$10,000 to move here \(Burlington Free Press\)](#)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[\[DC\] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages \(Washington Post\)](#)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[\[MO\] Construction Industry Awaits Passage of Prevailing Wage Compromise \(St. Louis CNR\)](#)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[\[OR\] In a Tight Labor Market, High School Grads Can Make Big Salaries \(Cascade Business News\)](#)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

"One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary," said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[\[CA\] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says \(Los Angeles Times\)](#)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[\[CA\] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees \(KNBC-TV NBC 4 Los Angeles\)](#)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11

would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amaro. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[\[CA\] Disney Offers to Raise California Park Worker Pay to \\$15 an Hour \(Bloomberg\)](#)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum Wage

[Seven facts about tipped workers and the tipped minimum wage \(Economic Policy Institute\)](#)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

1. In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;
2. Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;
3. In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;
4. Tipped work is overwhelmingly low-wage work, even in D.C.;
5. Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;
6. The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.
7. The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[\[PA\] Gov. Wolf calls for increase of state's minimum wage \(WJAC-TV NBC 6 Johnstown\)](#)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[\[PA\] Despite lack of progress, higher minimum wage advocates see some bright spots \(WHYY Public Broadcasting\)](#)

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[\[NC\] Minimum wage hike would boost economy \(Wilson Daily Times\)](#)

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and, 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime

[\[LA\] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender \(Louisiana Record\)](#)

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement

in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave

[When high-profile women take short maternity leaves, it sends mixed message \(Chicago Tribune\)](#)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[\[MI\] Michigan manufacturers say paid sick leave mandate could hurt job growth \(Michigan Radio\)](#)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation

[\[MA\] Mother and Daughter Indicted for Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[\[LA\] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds \(Benzinga\)](#)

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[\[CA\] Co-owner of multistate cleaning company charged with comp fraud \(Business Insurance\)](#)

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what

she reported to insurers, according to the statement.

Employee Misclassification

[\[FL\] S1 Security Group Hit with Worker Misclassification Lawsuit \(ClassAction\)](#)

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

- Worked full time on a pre-set, regular schedule;
- Worked more than 56 hours per week for more than 132 weeks;
- Did not hold any other job during his time with S1 Security Group;
- Was under the defendants' absolute control during his work hours;
- Had no discretion to refuse work assignments;
- Was required to wear a uniform; and
- Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[\[CA\] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' \(ThinkProgress\)](#)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[\[CA\] Silicon Valley's "Flexibility" Fetish \(New Republic\)](#)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and

direction of the hirer.” Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, “When I asked drivers what they like about Uber, then every single time their top answer is ‘I get to be my own boss. I get to use you when I want to. I can do whatever I want.’”

Wage Violations

[\[NY\] Vance Targets Wage Theft in Manhattan Construction \(Manhattan Express\)](#)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. “Plain and simple — it’s stealing,” James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. “It’s stealing just like any other kind of stealing, and people that do it ought to face the consequences.”

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under “expense reimbursement” in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. “These timesheets weren’t just a here and there kind of thing,” Vance said at the press conference. “This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees’ timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented.”

Worker Safety

[Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. “Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents,” the organization’s board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 “Most Wanted” safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[\[SC\] 2 workers hurt in South Carolina construction collapse \(Durham Herald-Sun\)](#)

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[\[GA\] OSHA Construction Training Prepares Residents for the Workforce \(Valdosta Today\)](#)

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[\[FL\] Large crane collapses on home \(WFOR-TV CBS 4 Miami\)](#)

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[\[WI\] Caterpillar Worker Dies in Wisconsin Plant \(Labor Press\)](#)

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions

at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[\[MT\] OSHA fines Billings construction company after concrete beam fell on worker, killing him \(Billings Gazette\)](#)
(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to \$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[\[HI\] Hawaii reports surge in serious work-related accidents \(Business Insurance\)](#)
(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

Veteran

[A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers \(EdTech Times\)](#)

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

[Unique new hiring initiative focuses on student vets \(Military Times\)](#)

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and how does this fit into your existing commitments," Schmeling said. "If somebody has said, 'We're going to hire 10,000 veterans' – great. Let's make sure student veterans are a part of that."

[\[WI\] The Joseph Project raises vets' employment hopes \(Stars & Stripes\)](#)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn't have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson's The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson's office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren't guaranteed a job, but whether or not they are hired, it could open future doors.

[\[TX\] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers \(Gilmer Mirror\)](#)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M's AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA's Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. "Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers," said Secretary Perdue, who is a veteran of the U.S. Air Force. "Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes."

Union

[It's time to acknowledge that strikes work \(Washington Post\)](#)

(5/31/2018 1:20 PM, Alex Press)

At last month's Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they'd learned from this year's strikes. In doing so, they further kindled the spark lit during the West Virginia teachers' strike. If West Virginia teachers — some of the most poorly paid educators in one of the country's poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what's possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it's time to reiterate what many in the labor movement have long argued: strikes work.

It's easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump's election and the bitterly contested 2016 primary. Clearly, many feel they've been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women's marches. But those strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

[Largest federal employee union sues Trump over rollback of union protections \(Washington Post\)](#)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

[Federal employees sue Trump over executive order restricting union activity \(The Hill\)](#)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their

working hours is an illegal change to the Civil Service Report Act.

[Trump administration sued after trying to gut federal workers' union rights \(ThinkProgress\)](#)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

[Trump Moves to Curb Federal Employee Labor Protections \(American Prospect\)](#)

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

[Why the Teacher Strikes Matter So Much \(Daily Kos\)](#)

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp

geometry and algebra such that we felt competent in math.

[\[PA\] As construction booms, merger grows carpenters union clout in Pittsburgh \(Pittsburgh Post-Gazette\)](#)
(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[\[PA\] Striking nurses picket Wilkes-Barre General \(Wilkes-Barre Citizens' Voice\)](#)
(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[\[PA\] Nurses strike for patients; WB Gen owner locks them out until Tuesday \(Wilkes-Barre Times Leader\)](#)
(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[\[VA\] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize \(ARL Now\)](#)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[\[SC\] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant \(New York Times\)](#)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[\[SC\] Boeing South Carolina workers face union membership vote \(Fox Business\)](#)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[\[SC\] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South \(Charleston Post & Courier\)](#)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[\[SC\] Boeing S.C. flight line workers vote to unionize \(Charleston Business Journal\)](#)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[\[SC\] Boeing SC flight line workers vote to unionize, company says its 'disappointed' \(WCIV-TV ABC 4 Charleston\)](#)

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[\[SC\] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win \(Bloomberg\)](#)

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley.

In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[\[SC\] Flightline workers at North Charleston Boeing campus vote to unionize \(WCSC-TV CBS 5 Charleston\)](#)
(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American industry and the American worker.

[Editorial note: View video at source link]

[\[OH\] More than 300 AT&T workers in Dayton go on strike \(WDTN-TV 2 Dayton\)](#)
(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[\[MI\] Union, trade association say road work to continue in Michigan despite plans to sever ties \(Crain's Detroit Business\)](#)
(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[\[MI\] AT&T 'very prepared' to keep serving customers as union workers walk off job \(WEYI-TV NBC 25 Flint\)](#)
(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural

disasters, or even work stoppages."

[\[WI\] AT&T workers to strike in Milwaukee \(WTMJ-AM 620 Milwaukee\)](#)

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[\[IL\] WIU faculty and staff approve tentative employment agreement \(WGEM-TV NBC Quincy\)](#)

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[\[MO\] 'Right to work' firestorm smolders in Missouri — Here's what you need to know \(WDAF-TV Fox 4 Kansas City\)](#)

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[\[NM\] Fourth New Mexico county goes right-to-work \(Washington Examiner\)](#)

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[\[NV\] 50,000 Las Vegas workers set to strike, demand protection from robots \(KPLC-TV NBC 7 Lake Charles\)](#)

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[\[NV\] Possibility of Las Vegas casino workers' strike draws closer \(Central Utah Daily Herald\)](#)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[\[NV\] Unions, casinos continue negotiations hours before deadline \(Las Vegas Review-Journal\)](#)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[\[CA\] The Riverside Sheriffs' Association has given over \\$1 million this election cycle. But does the public know why? \(Palm Springs Desert Sun\)](#)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and

statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

Disability

[How Can Business Leaders Support Disabled Workers? \(Talent Economy\)](#)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[\[IN\] St. Vincent settles disability-discrimination lawsuit from EEOC \(Indianapolis Business Journal\)](#)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance

[Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo \(ABC News\)](#)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not know if the other driver was disciplined.

[The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. \(Fortune\)](#)

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in Epic Systems Corp v. Lewis. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a "hunting ground."

[These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce \(BuzzFeed\)](#)

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that "collecting this information would be complex and costly" and that employers may have "difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions."

[U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws \(HudsonValley360\)](#)

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. "To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path," said Acting Wage and Hour Division Administrator Bryan Jarrett.

[Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers \(Vox\)](#)

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, Bradley v. T-Mobile, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

[New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says \(WSEE-TV CBS 35 Erie\)](#)

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, The Tip Income Protection Act - Changes to Tip Pooling

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100

per violation."

[\[TX\] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row \(Cotton Farming\)](#)

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[\[WA\] New Laws Place Additional Restrictions on Washington Employers \(National Law Review\)](#)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[\[CA\] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling \(Top Class Actions\)](#)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave

[\[TX\] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question \(EmploymentLawDaily\)](#)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as “unemployed” while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than “unemployed” status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was “not performing services for wages”—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission’s decisions below had not determined the employee’s eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits “if [she met] all other requirements.” It was the county employer’s view that the Act’s definitions of “totally unemployed” and “partially unemployed” were relevant only as to eligibility, but not to the threshold issue of whether a claimant was “unemployed,” and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

Retirement

[DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency’s years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL’s previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser’s failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

[Solving America’s retirement security challenges \(CNBC\)](#)

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it’s a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

[Why U.S. Retirees Are Waiting Longer to Claim Social Security \(US News & World Report\)](#)

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

[Let's get real about planning: What an average retirement costs \(USA Today\)](#)

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

- Housing: \$1,322
- Transportation: \$567
- Health care: \$499
- Food: \$483
- Personal insurance/pensions: \$237
- Cash contributions: \$202
- Entertainment: \$197

[Want to join the 401\(k\) millionaires club? Here's how to do it \(USA Today\)](#)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren't saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year's first quarter, according to Fidelity. That's a 45% increase from one year prior. Of course,

there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it's possible to amass \$1 million and retire comfortably as a result. If that's the sort of goal you have in mind, here's how to get there.

1. Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn't demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.
2. Take full advantage of your employer match - If you're lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That's because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.
3. Invest your savings wisely - You may have noticed by now that we've applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it's just a bit below the stock market's average, which means it's a pretty fair benchmark for projecting returns.

[Gig Workers' Retirement Prospects Look Dim \(Forbes\)](#)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

[Pension and a paycheck? State may loosen 'double dipping' rules \(Boston Globe\)](#)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

[Side Hustles Are Changing How People Plan for Retirement \(Motley Fool\)](#)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

[Retirement Could Be Tougher in the Future \(World at Work\)](#)

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

[Some Tops Employees Will Lose Portions of Their Pensions \(WBEN-AM 930 Buffalo\)](#)

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[\[NY\] Tops Teamster workers fuming over loss of pensions \(WIVB-TV 4 Buffalo\)](#)

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund—which has a governing board separate from the Teamsters union—refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[\[MN\] Dayton signs pension bill aimed at long-term stability in state retirement system \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[\[CA\] California created a savings program for workers without retirement benefits. A group is suing to kill it \(Los Angeles Times\)](#)

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

Trade

[The U.S. Moves Closer to a Trade War With Allies \(Wall Street Journal\)](#)

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

[Trump moves on steel, aluminum tariffs despite lobbying efforts \(Politico\)](#)

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

[Trump's Steel Tariffs Could Hurt U.S. Coal Companies \(Bloomberg BNA\)](#)

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

[3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it \(Business Insider\)](#)

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has

cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

[TrumpTrade: How Trump's Trade Policies Divide CEOs \(Chief Executive\)](#)

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

[Trump's Trade War Would Be Very Bad for Many Americans \(Pacific Standard\)](#)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[\[MI\] Detroit Wins With NAFTA \(Heritage Foundation\)](#)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

National

[U.S. consumer spending accelerates; weekly jobless claims fall \(New York Times\)](#)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

[U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% \(Bloomberg\)](#)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

[U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter \(Bloomberg\)](#)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the

same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were “fairly broad-based in April,” said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday’s data. “It’s not like we’ll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households.”

[US consumer spending up 0.6 percent, best in 5 months \(ABC News\)](#)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month’s increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

[The next U.S. recession likely will be wok-shaped: shallower and longer \(MarketWatch\)](#)

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}

From: Haugen, Steven - BLS
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By Morgan Halvorsen [\[mailto:mhalvorsen@morningconsult.com\]](mailto:mhalvorsen@morningconsult.com)

Top Stories

President Donald Trump said the canceled Singapore summit with North Korean leader Kim Jong Un is back on after a meeting with North Korean official Kim Yong Chol in the Oval Office. Trump nixed the summit last week, alleging "open hostility" from the Asian country. (The New York Times [\[https://click.e.morningconsult.com/?qs=93c6d24d88cb0f3d07882...\]](https://click.e.morningconsult.com/?qs=93c6d24d88cb0f3d07882...))

Trump may have violated guidelines regarding the release of sensitive economic data by tweeting that he was "looking forward" to the May employment report more than an hour before the numbers were published. While the tweet did not include any specific economic information, it was correlated with a rise in the 10-year Treasury note and stock market futures. (Politico [\[https://click.e.morningconsult.com/?qs=93c6d24d88cb0f3d1a91b...\]](https://click.e.morningconsult.com/?qs=93c6d24d88cb0f3d1a91b...))

A political advocacy group funded by Charles and David Koch released a digital ad campaign praising Democratic Sen. Heidi Heitkamp (N.D.) for co-sponsoring a measure that rolls back regulations from the 2010 Dodd-Frank law. Americans for Prosperity President Tim Phillips noted that while his organization disagrees with Heitkamp on some things, such as her vote against the tax reform bill, "we hope to find common ground and work with Sen. Heitkamp on other issues moving forward." (CNBC [<https://click.e.morningconsult.com/?qs=93c6d24d88cb0f3d06d7d...>])

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From: Maureen Conway & Mark G. Popovich
To: [Horrigan, Michael - BLS](#)
Subject: [MARKETING] Webinar: Job Quality Fellowship Application Process
Date: Thursday, May 31, 2018 6:47:03 AM

Tune in on June 11 for more information about the application process for the Job Quality Fellowship.

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Greetings!

Earlier this month, we announced that we are now seeking nominations for our second cohort of Job Quality Fellows. First launched last year, the Economic Opportunities Program's Job Quality Fellowship brings together diverse innovators who are engaged in work that expands the availability of better quality jobs in our economy. Are you interested in participating in a webinar [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...] to learn more?

On Monday, June 11, at 12pm Eastern Time (9am Pacific), we will host a webinar on the Job Quality Fellowship [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...]. We invite you to participate to learn more about the nomination and application process for the 2018-2019 cohort. During the webinar, we will also answer questions about the Fellowship. Please register for the webinar [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...] for more information.

Sign up for webinar [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...]

For additional information about the Job Quality Fellowship, we invite you to visit our website [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...] . We are asking that you submit nominations [http://r20.rs6.net/tn.jsp?f=001eIT6EX2RtMTeYt_NPjwe85ZjJ5yQz...] by Thursday, June 14. Eligible nominees will receive additional information and an application for the Fellowship. Applications are due June 28.

Please let us know if you have any questions or thoughts by responding to this email.

Sincerely,

Maureen Conway

Vice President for Policy Programs

Executive Director, Economic Opportunities Program

The Aspen Institute

Mark G. Popovich

Director, Good Companies/Good Jobs Initiative

The Aspen Institute Economic Opportunities Program

Tweet: The Aspen Institute Economic Opportunities Program is looking for leaders across a variety of fields and disciplines who are working to advance quality jobs. Nominate someone to be an #AspenJobQuality Fellow today.
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From: CyberScoop
To: [Horrigan, Michael - BLS](#)
Subject: [BULK] Is U.S. malware too nice?
Date: Friday, June 01, 2018 10:27:28 AM

Is U.S. malware too nice?

The legislatures of the Five Eyes want to share more threat intel.

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FRIDAY

June 1, 2018

FireEye's CEO says you can pull public policy out of malware's code. The House of Representatives is upping its threat intel sharing. And the State Department is still trying to set cyber norms. This is CyberScoop for Friday, June 1.

THE CODE IN THE CODE: FireEye's CEO said Thursday that the company often sees elements “public policy” in state-backed malware — and if the malware is more restrained than others, it often means it comes from the U.S. or an ally. The U.S. and allies are “nicest hackers in cyberspace, besides maybe China,” Mandia said, which is indicative of the domestic laws that have to be considered when developing malware for offensive cyber-operations. But the CEO suggested the U.S. might shed some of its restraints now that U.S. Cyber Command has been elevated to an independent combatant command. Other FireEye officials said that when it comes to protecting clients, the company, investigates and remediates any cyberthreat regardless of who authored the malware. But it will do so quietly if the malware stems from the U.S. or an ally, rather than burning an ongoing operation a-la Kaspersky’s “Slingshot” report in March. We have more from Thursday's Cyber Threat Intelligence summit.

CAPITOL HILL'S CYBERSECURITY FOCUS: The House of Representatives is ramping up its information sharing with parliaments from the "Five Eyes" allies — Australia, Canada, New Zealand and the United Kingdom — with the goal of protecting lawmakers from advanced hacking operations. “We’re looking at ways to better share information on a more routine basis,” House CISO Randy Vickers told CyberScoop Thursday. “It really is just about ensuring that we all have a common knowledge across our environments.” Vickers would not comment on the advanced threats the House might be facing, but the aim of the expanded information-sharing program would be to help thwart such activity. Sean Lyngaas has more.

EVENT

CYBERSECURITY LEADERSHIP FORUM: Register for the 2018 Cybersecurity Leadership Forum to learn how the best minds in government and tech are changing the paradigm when it comes to cybersecurity. Register today!

STATE DEPT'S LATEST CYBER NORMS ATTEMPT: Lawmakers have long called for the executive branch to lay out a clear cyberdeterrence strategy. A set of recommendations from the State Department to President Donald Trump continues in that tradition by suggesting the U.S. government clearly, and publicly, outline the malicious activity it seeks to deter. The unclassified version of the report, published Thursday, also advocates "swift, costly, and transparent consequences" on foreign governments that use "significant" malicious cyber activity to harm U.S. interests. Sean has more.

A MESSAGE FROM DELL EMC

THE FUTURE IS DIGITAL WE'LL HELP YOU SHAPE IT: Accelerate development of cloud-native applications, harness the power of real-time data analytics, and connect to the Internet of Things when you partner with Dell EMC.

THE NORTHERN RANGE: Minnesota's Metropolitan State University opened its new MN Cyber Range this month, offering cybersecurity certifications and a first-of-its-kind system in the state described as "a flight simulator for cyber attacks." The cyber range, which officially opened on May 16, is located on the university's campus in St. Paul and is the result of a public-private partnership between the university, the Minnesota State IT Center of Excellence, and Israel-based aerospace and defense company Elbit Systems Ltd. Officials say the university contributed \$50,000 to the project and its joint venture partner is contributing equipment, working space, and staff. StateScoop has more.

TWEET OF THE DAY

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What a luxurious creature comfort that in no way portends shady security behavior. Nope. Not at all.

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From: CyberScoop
To: [Horrigan, Michael - BLS](#)
Subject: [BULK] Kaspersky's lawsuits go kaput
Date: Thursday, May 31, 2018 9:14:28 AM

Kaspersky's lawsuits go kaput

North Korea is still at it. Manufacturers need to step up in war against botnets, government report says.

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THURSDAY

May 31, 2018

Kaspersky was dealt another blow by the U.S. government. North Korea hasn't stopped its hacker armies amid peace talks. And the White House points the finger at the private sector over botnets. This is CyberScoop for Thursday, May 31.

DISMISSED: Two lawsuits filed by the Russian cybersecurity firm Kaspersky Lab were dismissed Wednesday, ending the Moscow-based company's attempt to lift the U.S. government's ban on its products. The basis of Kaspersky's lawsuit was that the bans were unconstitutional and caused undue harm to the company. The ban is constitutional, Judge Colleen Kollar-Kotelly concluded. "These defensive actions may very well have adverse consequences for some third-parties," she wrote. "But that does not make them unconstitutional." A Kaspersky spokesperson said they would pursue an appeal. Patrick Howell O'Neill has more.

WHY STOP NOW? As Kim Jong-un speaks publicly about nuclear disarmament, North Korea's hacker army continues to launch cyberattacks against different businesses across Asia, Europe and the U.S., according to private sector analysts and former U.S. officials. Experts from several cybersecurity firms — Dell SecureWorks, McAfee, Symantec, FireEye and Recorded Future — told CyberScoop that activity from North Korea has stayed steady or grown in volume since peace talks gained steam earlier this year. The findings provide a stark reminder that North Korea remains highly dependent on cybercrime for both financial and geopolitical gain, so much so in that they're willing to risk angering foreign governments amid a diplomatic push. Chris Bing has more.

EVENT

CYBERSECURITY LEADERSHIP FORUM: Register for the 2018 Cybersecurity Leadership Forum to learn how the best minds in government and tech are changing the paradigm when it comes to cybersecurity. Register today!

BOTNETS ARE BEATING BACK BUSINESS: A report on botnets released by the Trump administration Wednesday points the finger at market failures for the online havoc wreaked by the rogue computers. “Product developers, manufacturers, and vendors are motivated to minimize cost and time to market, rather than to build in security or offer efficient security updates,” states the report mandated by a White House executive order last year. The report lays out a series of recommendations to better thwart the zombie computer armies, including using government R&D to support things like data analytics, machine learning, and artificial intelligence. Sean Lyngaas has more.

DEFEATING DWELL TIME: Israeli startup Vulcan Cyber announced on Wednesday that it brought in \$4 million in seed funding to launch its vulnerability remediation platform. The funding primarily comes from cybersecurity investing company YL Ventures, with participation from a few other investors. The company wants to solve the problem that security professionals can’t keep up with: new vulnerabilities that crop up on their networks as their IT infrastructures continuously expand. Vulcan says its Continuous Vulnerability Remediation platform integrates with a number of scanning, configuration and patching tools to identify vulnerabilities and orchestrate a response. The company boasts that its platform can drastically reduce dwell time —

the time between learning of a vulnerability and actually fixing it. Zaid Shoorbajee has more.

A MESSAGE FROM DELL EMC

THE FUTURE IS DIGITAL WE'LL HELP YOU SHAPE IT: Accelerate development of cloud-native applications, harness the power of real-time data analytics, and connect to the Internet of Things when you partner with Dell EMC.

THE PLEADING CONTINUES: Nineteen Democratic senators called on the Trump administration to reinstate the White House's top cybersecurity post, which it removed earlier this month. The group, led by Sen. Amy Klobuchar, D-Minn., wrote a letter urging National Security Adviser John Bolton to reconsider his decision to eliminate the cybersecurity coordinator position, which was housed in the National Security Council. Rob Joyce left earlier this month after John Bolton cleaned house upon his arrival to the position. Ryan Duffy has more.

TWEET OF THE DAY

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From: The Aspen Institute's Future of Work Initiative
To: [Horrigan, Michael - BLS](#)
Subject: [MARKETING] Future of Work Initiative Launches Gig Economy Data Hub
Date: Friday, June 01, 2018 7:34:55 AM

Future of Work Initiative Launches Gig Economy Data Hub

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Launching the Gig Economy Data Hub to Improve Knowledge About Independent Workers

The Aspen Institute's Future of Work Initiative published the following blog post.

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The Future of Work Initiative is excited to launch the Gig Economy Data Hub [\[https://aspeninstitute.us15.list-manage.com/track/click?u=a0...\]](https://aspeninstitute.us15.list-manage.com/track/click?u=a0...) , an online resource devoted to increasing understanding of the gig economy and its workers.

This tool – developed in partnership with Cornell University’s ILR School –provides policymakers, journalists, researchers, gig workers, and the general public with accessible and comprehensive information about the scope and nature of independent work.

The Data Hub seeks to consolidate, communicate, and clarify available data sources, including public, private, and academic research. It provides answers to basic questions about the size and makeup of the independent workforce, and also provides a database of available studies, equipped with search features and filters that help users find the best data for the questions they have.

Improved understanding of the size and composition of the gig economy and independent workforce is needed in

order to develop policies that enhance their financial security and economic mobility. We hope you'll take a moment to explore the website at <http://gigeconomydata.org> [\[https://aspeninstitute.us15.list-manage.com/track/click?u=a0...\]](https://aspeninstitute.us15.list-manage.com/track/click?u=a0...)

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The Initiative is driven by the leadership of Honorary Co-Chairs Senator Mark Warner and Purdue University

President Mitch Daniels, Co-Chairs John Bridgeland and Bruce Reed, Executive Director Alastair Fitzpayne, and an expert team at the Aspen Institute.

For more information on the Future of Work Initiative, contact Kathryn Alvarez at Kathryn.Alvarez@aspeninstitute.org [<mailto:Kathryn.Alvarez@aspeninstitute.org>] .

For press inquiries, contact Erin McAlister at Erin.McAlister@aspeninstitute.org [<mailto:erin.mcalister@aspeninstitute.org>] .

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From: The Washington Post
To: [Horrigan, Michael - BLS](#)
Subject: [MARKETING] Checkpoint: Trump's top Army appointee wants faster innovation. Can his service make it happen?
Date: Friday, June 01, 2018 9:07:48 AM

Checkpoint from The Washington Post

As a Navy SEAL receives the Medal of Honor, frustrations remain about a related case; Veteran says Six Flags kept him from riding a roller coaster because of his prosthetic legs

IMG [The Washington Post]

Democracy Dies in Darkness

IMG [true]

A military blog by Dan Lamothe

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Trump's top Army appointee wants faster innovation. Can his service make it happen?

'Grandiose' weapons acquisition plans caused problems in the past, said Army Secretary Mark T. Esper.

By Dan Lamothe • [Read more »](#)

As a Navy SEAL receives the Medal of Honor, frustrations remain about a related case

Britt Slabinski will receive the award for actions in 2002, but the status of a Medal of Honor case for a U.S. airman who served with him is unclear.

By Dan Lamothe • [Read more »](#)

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Veteran says Six Flags kept him from riding a roller coaster because of his prosthetic legs

Johnny "Joey" Jones, a retired Marine bomb tech, said he wants Six Flags to change its policies to better accommodate people with disabilities.

By Lindsey Bever • [Read more »](#)

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Air Force base that lost explosives: We're also missing a machine gun

The North Dakota base operates aircraft and intercontinental ballistic missiles that can deliver nuclear warheads.

By Paul Sonne • [Read more »](#)

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Air Force says it's sorry about linking the viral Yanny vs. Laurel debate and a Taliban attack

An Air Force tweet was "made in poor taste," the service said.

By Dan Lamothe • [Read more »](#)

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From: AUBER
To: [Horrigan, Michael - BLS](#)
Subject: [MARKETING] Walton Fellow Ross DeVol to Headline at AUBER Fall Conference + Center News
Date: Thursday, May 31, 2018 10:31:39 AM

Walton Fellow Ross DeVol to Headline at AUBER Fall Conference
+Center News

May 2018 Newsletter

May 31, 2018

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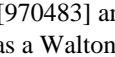
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Walton Fellow Ross DeVol to Make Keynote Presentation at AUBER Fall Conference

We are pleased to announce that Walton Family Foundation [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Fellow Ross DeVol will be a keynote speaker at our fall conference held October 13-16 in Salt Lake City.

Recognized among the "Superstars of Think Tank Scholars" by International Economy magazine, DeVol's research as a Walton Fellow focuses on policies related to economic vitality of Northwest Arkansas and the American heartland.

DeVol is the former chief research officer at the Milken Institute, where he was responsible for overseeing research on international, national, and subnational growth performance; access to capital and its role in economic growth and job creation; and health-related topics. While at the Institute, he put his group in the national limelight with groundbreaking research on innovation and its economic impact as well as the economic and human consequences of chronic disease.

He previously served as senior vice president of IHS Global Insight Inc., director of economic planning at CSX, economist at Chase Econometrics and economic analyst at Union Pacific. He is an appointee to California Treasurer John Chiang's Counsel of Economic Advisors, as well as former appointee California State Controller's Council of Economic Advisors and past president of the Los Angeles chapter of the National Association for Business Economics.

A graduate of Ohio University, Ross holds a master's degree in economics.

Fall 2018 Conference

Early-Bird Registration is Open for AUBER Fall Conference

IMG [568555]Early-bird registration is open for the 71st Annual AUBER Fall Conference [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] held in Salt Lake City from October 13-16, 2018.

The conference features sessions on topics as wide-ranging as Social Impact Studies, Forecasting/Econometric Techniques, Weird Data Science, Data Visualization, and the State and Local Impacts of Federal Tax Reform. Keynote speakers include:

Ross DeVol - Walton Fellow and former Chief Research Officer at the Milken Institute

Jonathan Schwabish - Senior Fellow at the Urban Institute and Founder of PolicyViz

Qing Wu, Senior Economist at Google

John Silvia, Managing Director and Chief Economist, Wells Fargo Bank

Conference Field Trip to the High West Distillery

AUBER Fall Conference will feature one of our famous field trips—this time to Park City and the High West Distillery [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] in the Wasatch-Uinta mountains!

Make plans to attend the 2018 Fall Conference in Salt Lake City!

Register Now at the Early-Bird Rate!

Member News

AUBER Centers in the News

University of Texas at El Paso, Department of Economics & Finance. During April and May 2018, UTEP Border Region Modelling Project (BRMP) personnel were interviewed for 8 separate television, radio, and newspaper interviews published in the USA and Mexico.

On 16 May, Tom Fullerton was interviewed about rising oil and gasoline prices in the Texas Standard:

<http://www.texasstandard.org/stories/rising-gas-prices-are-a-break-even-proposition-for-the-texas-economy/>

BRMP research presented at the 2017 AUBER conference in Albuquerque was also published as a journal article last month:

T.M. Fullerton, Jr. and L.M. Sáenz-Rojo, 2018, "Yield Spreads, the Exchange Rate, and Recession Predictability for Northern Mexico Border Economies," Asian Journal of Economic Modelling 6 (1), 56-64, doi: 10.18488/journal.8.2018.61.56.64.

Penn State Behrend, Economic Research Institute of Erie in the Black School of Business, in collaboration with former AUBER president Dr. Jim Kurre, has completed An Analysis of Cost-of-Living Data for Pennsylvania Counties, a study that was funded by the Center for Rural Pennsylvania (CRP), a legislative agency of the Pennsylvania General Assembly. The study has been officially released and is now in the mailboxes of members of the Pennsylvania General Assembly. The full study is available at the CRP's website:

<http://www.rural.palegislature.us/documents/reports/Cost-of-Living-Study-2018.pdf> A brief summary of the study is available in the May/June 2018 issue of the CRP Newsletter:
http://www.rural.palegislature.us/publications_newsletter.html

University of Montana Bureau of Business and Economic Research. University of Montana podcast features Tester, Gianforte, on higher ed levy [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Missoulian); Firearms, alcohol and electronics driving Montana's manufacturing sector [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Missoulian); Does density promote affordability? Economists say yes, Minneapolis residents are skeptical; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Star Tribune); Our great outdoors fueling state's tech growth [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Bozeman Daily Chronicle); Benefits of Medicaid to be discussed at Great Falls forum [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Great Falls Tribune);

University of Utah, Kem C. Gardner Policy Institute. What Rapidly Rising Prices Mean for Housing Affordability [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Gardner Business Review); Housing shortage evident across Utah, report says [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (the Spectrum); Trying to stem the skyrocketing price of Utah housing is goal of new Salt Lake Chamber coalition [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Salt Lake Tribune); St. George, Utah, is nation's fastest-growing metro area, Census says [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (USA Today).

Georgia State University, Economic Forecasting Center. GDP in US to expand 2.9% in 2018, recession not in sight: Forecast [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Staffing Industry Analysts); GSU Economist Urges Patience as Full Impact of Tax Cuts Ripples Through System [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Rebusiness Online); Georgia Small Businesses Set to Benefit from Tax Cut, But Not Enough to Break Moderating Trend [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Georgia Association of Business Brokers); GSU Economic Forecaster Advises Patience for Remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Georgia Association of Business Brokers); Georgia Small Businesses Set to Benefit from Tax Cut, But Not Enough to Break Moderating Trend

[<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Saporta Report); Georgia economy tightly tied to global factors, says GSU forecaster [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Atlanta Journal-Constitution); Economic Forecaster Advises Patience for Remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Middle Georgia CEO); Georgia State economist cautions patience with tax cut impacts [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Atlanta Business Chronicle).

University of Nebraska-Lincoln, Bureau of Business Research. 89 Nebraska faculty receive promotion, tenure [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska indicator: Economic growth expected through summer [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska Indicator: Economic Growth Through Summer 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Business News); UNL economic indicator rises in March [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Civitas Consulting Students Aid Nonprofit Startups [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Business News); Moze-Kadavy, Villota earn Boren Scholarship [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska Bureau of Business Research Leading Economic Indicator – April 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (BBR Podcast / YouTube); Nebraska BBR Webinar: Bureau Scholars Research Results [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Webinar Recording / YouTube); Consumer, business confidence drop in April [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Business and consumer confidence slips slightly in April [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Radio Network); April surveys: Business, consumer confidence moderate in Nebraska [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Omaha World Herald); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Sandhills Express); Nebraska ag land values fall 2.77 percent, the 2nd straight decline [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (KWBE); Nebraska Business and Consumer Confidence Remain Strong [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (WNAX); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (1011 Now); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (The Grand Island Independent); Nebraska farmland values drop by 2.8 percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Herald Courier); Nebraska Farmland Values Drop by 2.8 Percent [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (KTIC); Nebraska Labor Availability, Skill and Training Studies [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Networks/NET); DUI cases on the decline in Lancaster County, study finds [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Lincoln Journal Star); Nebraska Indicator says economic growth to continue [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska TV); Nebraska indicator: Economic growth to continue through fourth quarter [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Today); Nebraska BBR Webinar: Annual Business Indicators for the Lincoln Area [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Webinar Recording / YouTube); [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] LINCOLN'S 2018 BUSINESS CONDITIONS & INDICATORS REPORT [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (LPED Research & Reports); Nebraska economists bullish on state economy for remainder of 2018 [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] (Nebraska Radio Network).

University of Hawaii Economic Research Organization. UHERO State Forecast Update: Ready or not, Hawaii is set for more growth; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Rethinking Hawaii Tourism: Time to Shift from Marketing to Managing Tourism?; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Making Sense of Mandatory Resort Fees; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Who are Driving Electric Vehicles? An analysis of factors that affect EV adoption in Hawaii; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Variable Pricing and the Cost of Renewable Energy [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] ; A Pocket Full of PIMs; [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] Should regulators fear bond-rating agencies? [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>]

Job Alerts

Project Manager, Division of Business and Economic Research, The University of New Orleans

POSITION #: 4987

DEPARTMENT: Division of Business &Economic Research

POSITION SUMMARY: Supervise and prepare research projects.

RESPONSIBILITIES: Supervise, prepare and collaborate in the different tourism and business research phases. Conduct grant searches and write proposals. Perform statistical analysis and tabulation. Update and maintain procedures for economic impact analysis and prepare economic impact reports. Monitor changes in tax and multipliers for areas of interest. Produce research reports and present results if required. Collect external information including hotel, travel and other tourism indicators to validate and compare with survey results. Estimate the visitor spending impact and profile. Maintain computer models and databases to present economic indicators for the area; monitor local economic current events. Arrange surveying plans for the different events. Write and maintain online surveys. Monitor and perform data collection and data entry, Prepare profile summary reports. Provide timely and thorough reports to the Dean on all ongoing projects. Supervise and ensure the completion of special projects submitted by the Dean. Assist with the preparation of the monthly schedule for the intercept surveyors. Update and check accuracy of online surveys, phone surveys and hotel surveys. Monitor the number of responses for each

source on a regular basis. Prepare a database with the responses from the online surveys along with the data collected from festivals and other events throughout the year. Develop and maintain a statistical software syntax to maintain methodological consistency. Maintain historical records of results. Produce materials for publication and present the results. Collect tourism indicators for the different areas throughout the state including hotel, travel, casino, employment, economic growth and visitation. Determine current and future estimates of the total number of visitors and their spending. Forecast employment and the number of hotel rooms sold, including those for conventions, and airport passengers for all regions in Louisiana. Determine current and future estimates of the taxes paid by visitors to the state of Louisiana. Produce materials for publication. Prepare the UNO Metropolitan Report. Supervise personnel working on project deadlines. Manage the reporting and deadline for multiple projects. Create an annual schedule of deadlines. Supervise and train student assistants as required. Collaborate with Hospitality Research Center (HRC) partners. Attend meetings with organizations, clients and media as required. Establish working relationships with prospective and current clients. Travel as required to network with researchers and receive training in new statistical software and relevant state-of-art methodologies. Other duties as required to facilitate office operation and administration.

REQUIRED QUALIFICATIONS:

Master's Degree in business, economics, mathematics, or related discipline or Bachelor's Degree with at least 3 years of relevant work experience. Background developing and conducting research in tourism, business, economics or related field. Experience managing large databases using Access programming. Knowledge of statistical applications for research in tourism, business, economics, or related discipline and experience utilizing statistical software packages, specifically SPSS. Strong computer skills, including publishing/editing Word, advance Excel spreadsheet applications –specifically macros, creation of presentations, and use of graphics in all computer applications. Excellent organizational skills, professional written and oral presentation skills. Flexibility, attention to detail, ability to work with research team under tight deadlines, and willingness to learn.

DESIRED QUALIFICATIONS:

Strong mathematical training and skills. Knowledge of applied economics and federal and state data concepts, sources and uses. Experience using SAS.

SALARY: Commensurate with qualifications and experience.

APPLICATION PROCEDURE: Apply to <http://www.uno.edu/jobs/4987.aspx> [<https://twitter.us15.list-manage.com/track/click?u=f3ba43de3...>] with a resume, letter of application and names and contact information for three employment references to Karen Brakel, kbrakel@uno.edu [<mailto:kbrakel@uno.edu>] .

CLOSING DATE: Position will remain open until filled. To assure full consideration, applications should be received by May 28, 2018.

All applicants will be considered for employment without regard to retirement status and without regard to an applicant's having previously accused the UL System Board or any of its universities of unlawful discrimination. Retirement status shall not be considered in the hiring process by any University in the UL System.

Would you like to share your center's news or a job alert with the AUBER membership? Please send member news to Shannon Furniss, AUBER Development Specialist, Shannon.Furniss@gmail.com.

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From: The Washington Post
To: [Horrigan, Michael - BLS](#)
Subject: [MARKETING] The Daily 202: Why Virginia's Medicaid expansion is a big deal
Date: Thursday, May 31, 2018 6:16:43 AM

The Daily 202 from PowerPost

Obamacare isn't going anywhere.

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Why Virginia's Medicaid expansion is a big deal
[<https://s2.washingtonpost.com/6aeb87/5b0ff3defe1ff63b7974989...>]

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Del. Danica Roem (D-Prince William) talks with supporters of Medicaid expansion as they celebrate a vote in the gallery of the Virginia Senate at the capitol in Richmond on Wednesday. (Steve Helber/AP)

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BY JAMES HOHMANN

with Breanne Deppisch and Joanie Greve

THE BIG IDEA: As Joe Biden put it a little differently when Barack Obama signed the Affordable Care Act eight years ago, Virginia's expansion of Medicaid on Wednesday is big dang deal. And not just because 400,000 low-income citizens [<https://s2.washingtonpost.com/6aeb88/5b0ff3defe1ff63b7974989...>] will now have access [<https://s2.washingtonpost.com/6aeb89/5b0ff3defe1ff63b7974989...>] to government health insurance.

It's another nail in the coffin for efforts to repeal Obamacare and a fresh reminder [<https://s2.washingtonpost.com/6aeb8a/5b0ff3defe1ff63b7974989...>] of how difficult it is to scale back any entitlement once it's created. Many Republicans, in purple and red states alike, concluded that Congress is unlikely to get rid of the law, so they've become less willing to take political heat for leaving billions in federal money on the table.

Years of obstruction in the commonwealth gave way because key Republicans from rural areas couldn't bear to deny coverage for their constituents any longer, moderates wanted to cut a deal and, most of all, Democrats made massive gains in November's off-year elections.

As President Trump steps up efforts to undermine the law, from repealing the individual mandate to watering down requirements for what needs to be covered in "association health plans," the administration's willingness to let states impose work requirements on Medicaid recipients has paradoxically given a rationale for Republicans to flip-flop on an issue where they had dug in their heels.

-- Effective Jan. 1, Virginia will join 32 other states and the District in expanding Medicaid coverage under the ACA. There are indications that several more will soon follow.

Maine became the first state to expand Medicaid by ballot initiative last fall, but Republican Gov. Paul LePage has blocked funding for its implementation [<https://s2.washingtonpost.com/6aeb8b/5b0ff3defe1ff63b7974989...>] and continues to fight the will of the voters in court. But he's term limited and deeply unpopular, and it seems more likely than not that his successor will open the door for 70,000 poor Mainers to get insurance.

Utah will vote on a referendum in November to further expand Medicaid to an additional 150,000 residents. The measure officially qualified [<https://s2.washingtonpost.com/6aeb8c/5b0ff3defe1ff63b7974989...>] for the ballot on Tuesday.

Enough signatures have been submitted to qualify a ballot measure in Idaho. They're now being reviewed by elections officials [<https://s2.washingtonpost.com/6aeb8d/5b0ff3defe1ff63b7974989...>] to make sure they meet that state's strict requirements.

Nebraska's governor opposes Medicaid expansion, but there is a grass-roots campaign underway to get enough signatures to put the measure on the November ballot. Organizers say [<https://s2.washingtonpost.com/6aeb8e/5b0ff3defe1ff63b7974989...>] they're on track to get what they need before the deadline.

In blue states, meanwhile, Democratic governors are taking steps to protect the expansion. Yesterday in New Jersey, Gov. Phil Murphy (D) signed a law [<https://s2.washingtonpost.com/6aeb8f/5b0ff3defe1ff63b7974989...>] creating an individual mandate for people in his state to offset the repeal of the federal mandate (which was included in the December tax bill). This will help keep insurance markets stable in the Garden State.

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State Sen. Bill Stanley (R-Franklin County) shakes hands with demonstrators in Richmond. (Steve Helber/AP)

-- Expanding Medicaid in Virginia wasn't easy. Big things never are. Four Senate Republicans defected to allow the measure to pass 23 to 17 in a special session. Then the House of Delegates, which passed its own version of expansion earlier in the year, approved the Senate's measure 67 to 31.

There were 10 hours of procedural moves in the Virginia Capitol on Wednesday. Police had to separate protesters who got into a shouting match. Former senator Rick Santorum (R-Pa.), of all people, even held a news conference to speak out against expansion. The majority leader of the state Senate tried a last-ditch parliamentary gambit to pigeonhole expansion during a Finance Committee hearing on Tuesday. But that was nothing compared to the five years of steadfast GOP obstruction.

"Opposition in the House crumbled after Democrats nearly won control of the chamber in November, amid a blue wave widely viewed as a rebuke to Trump," Laura Vozzella and Gregory S. Schneider report from Richmond [<https://s2.washingtonpost.com/6aeb90/5b0ff3defe1ff63b7974989...>]. "A chastened House Speaker M. Kirkland Cox (R-Colonial Heights), seeking to rebrand Republicans as results-oriented pragmatists, came out in favor of expansion if work requirements, co-pays and other conservative strings were attached. In February, 19 of the 51 Republicans in the House joined Democrats to pass a budget bill that expanded Medicaid, apparently concluding that they have more to fear from energized Democrats and independents than from potential primary challengers on the right."

Easing their evolution was Democratic Gov. Ralph Northam's assumption of the governorship in January: "The former state senator and lieutenant governor, a soft-spoken pediatrician and former Army doctor once wooed by Republicans, has close friends on both sides of the aisle. His predecessor, Terry McAuliffe (D), tried to expand Medicaid for four years but did not enjoy the same respect and trust from Republicans in Richmond."

Virginia's bill requires that most adult recipients who don't qualify for disability either work or volunteer as a condition of receiving Medicaid. Cox, the Republican speaker, said the Trump administration's openness to work requirements "was probably the biggest key [<https://s2.washingtonpost.com/6aeb91/5b0ff3defe1ff63b7974989...>]" in garnering Republican support.

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Protesters show support for Medicaid expansion outside the Virginia Capitol in Richmond. (Bob Brown/Richmond Times-Dispatch/AP)

-- Rural conservatives also provided critical support. One of the four Republican senators who supported expansion, Ben Chafin, is a cattle farmer from a rural district where health care is hard to find. "I came to the conclusion that 'no' just wasn't the answer anymore, that doing nothing about the medical conditions, the state of health care in my district, just wasn't the answer any longer," he told my colleagues.

The first Republican in the House of Delegates to explicitly endorse expansion was Del. Terry G. Kilgore, the chairman of the powerful House Commerce and Labor Committee. He broke the dam of GOP opposition [<https://s2.washingtonpost.com/6aeb92/5b0ff3defe1ff63b7974989...>] when he announced in mid-February that the struggling swath of coal country he represents in southwest Virginia would get a desperately needed "hand up" if the uninsured could access Medicaid. "For my district, for my part of the state, it's the right thing to do," Kilgore said. Others from poor parts of the state quickly followed his lead.

-- These GOP defectors have experienced few repercussions back home. Americans for Prosperity, a political arm of the network led by the billionaire industrialist Koch brothers, ran ads attacking several of the 19 GOP delegates

who voted for expansion in hopes that they would change their minds when the issue came up again in the special session. It showed that the anti-expansion effort was more bark than bite.

In Kilgore's district, which went heavily for Trump, AFP radio ads broadcast his office phone number and urged people to call. "No calls, no comments," Kilgore told Vozzella [<https://s2.washingtonpost.com/6aeb93/5b0ff3defe1ff63b7974989...>] back in March. "I've been to Republican mass meetings. I've been out and about, ballgames, this and that. What I've heard people say is, 'Hey, what you said made sense. We don't mind helping people if they're helping themselves.'"

The milder than expected blowback for those who walked the plank emboldened additional Republicans to break ranks. (To be sure, some of these incumbents might wind up drawing primary challengers in low-turnout 2019 elections.)

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Sen. Frank W. Wagner (R-Virginia Beach) addresses the Virginia Senate in Richmond. He previously voted against Medicaid expansion but changed his mind this year. (Bob Brown/Richmond Times-Dispatch/AP)

-- Another pivotal moment came in early April when state Sen. Frank Wagner (R-Virginia Beach), who unsuccessfully sought the GOP gubernatorial nomination last year and has served a quarter century in the legislature, announced that he had changed his mind. He said he could support Medicaid expansion on two conditions: that recipients not suddenly lose coverage if their earnings rise and that new tax credits be created to help middle-income people who already have insurance but are struggling to pay soaring premiums. Wagner played a key role negotiating the final deal.

"This is not just about helping this group of people," Wagner said yesterday. "This is about getting out there and helping to bend the cost of health care for every Virginian. ... It is the number one issue on our voters' minds. By golly, it ought to be the number one issue on the General Assembly's mind."

-- Some Virginia GOP strategists have been eager to take the Medicaid issue off the table. The most recent credible survey is from Christopher Newport University in January and February [<https://s2.washingtonpost.com/6aeb94/5b0ff3defe1ff63b7974989...>], which found that 58 percent of registered Virginia voters supported the expansion while 38 percent opposed it. The survey provided detailed arguments for and against the idea, which can lead to different results than a simple support-oppose question.

That poll corroborated a Quinnipiac University poll in April 2017 [<https://s2.washingtonpost.com/6aeb95/5b0ff3defe1ff63b7974989...>], which found a similar 59 percent of registered Virginia voters saying a Medicaid an expansion is a "good idea" while 30 percent said it was a "bad idea." Support was similar, 57 percent, when respondents were told the federal government will cover 90 percent of the costs while the state would cover just 10 percent.

-- Democrats believe they can play offense on health care in 2018 for the first time. Republicans used Obamacare to their advantage in 2010, 2012, 2014 and 2016. But the law has become more popular as the GOP tried to repeal it, and the fear of losing coverage might galvanize lower-propensity voters to turn out in the midterms.

More than half of all ads run by Democratic House candidates since the start of this year have mentioned health care (53.3 percent), according to data from Kantar Media [<https://s2.washingtonpost.com/6ad430/5b0ff3defe1ff63b7974989...>]. That's more than any other issue, including anti-Trump messages (which have appeared in 43 percent of Democratic commercials).

-- Democrats are taking a victory lap after Virginia's vote last night:

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CONTENT FROM RAYTHEON [<https://s2.washingtonpost.com/6ac1a7/5b0ff3defe1ff63b7974989...>]

ARE COMPANIES PREPARED FOR CYBER ATTACK?

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Less than 50% of senior IT workers think so, while 68% say their boards aren't briefed on cybersecurity strategies. Learn what else we discovered in our cyber Megatrends study.

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Former senator Rick Santorum (R-Pa.) stands next to a stack of letters and emails from people opposed to Medicaid expansion during a news conference at the capitol in Richmond on Wednesday. (Steve Helber/AP)

-- But the war is not over. "Some conservative activists unable to surrender their long-held dream of repealing Obamacare are poised to release a long-shot plan next month to resurrect their failed effort, despite massive political odds against such a measure ever becoming law anytime soon," Paige Winfield Cunningham wrote Tuesday in The Health 202 [<https://s2.washingtonpost.com/6aeb99/5b0ff3defe1ff63b7974989...>]. "But these conservatives are right about one thing: Republicans don't have a coherent health-care message this election cycle. And they need one. The plan isn't likely to garner much — if any — attention from GOP House and Senate leaders, who after last year's repeal-and-replace debacle resigned themselves to the impossibility of fully ditching the law as they'd promised for

so long. Now, health care is one of the last policy issues Republicans want to discuss at this point in the midterm election season, although most of them won't admit it."

-- A wild card, as always, is Trump. He said yesterday that he's not giving up on his efforts to eviscerate Obama's signature domestic achievement. During a signing ceremony [\[https://s2.washingtonpost.com/6aeb9a/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aeb9a/5b0ff3defe1ff63b7974989...) for right-to-try legislation at the White House yesterday, he said he'll make a health-care related announcement in the next two to four weeks. "We'll get rid of the individual mandate. Without that, we couldn't be doing what we're doing in a few weeks," he said. "We're going to have great, inexpensive, but really good health care. ... We're going to have two plans coming out. For the most part, we will have gotten rid of a majority of Obamacare." As the crowd applauded, Trump added: "[We] could have had it done a little bit easier, but somebody decided not to vote for it, so it's one of those things."

Listen to James's quick summary [\[https://s2.washingtonpost.com/5779/5b0ff3defe1ff63b79749894/...\]](https://s2.washingtonpost.com/5779/5b0ff3defe1ff63b79749894/...) of today's Big Idea and the headlines you need to know to start your day:

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WHILE YOU WERE SLEEPING:

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Capitals goaltender Braden Holtby makes a great save late in the third period Wednesday night. (Toni L. Sands/The Washington Post)

-- The Capitals won Game 2 of the Stanley Cup finals, tying the series at 1-1. Washington defeated the Las Vegas Golden Knights 3-2. Isabelle Khurshudyan, Roman Stubbs, Jesse Dougherty, Scott Allen, Dan Steinberg and Neil Greenberg report [\[https://s2.washingtonpost.com/6aeb9b/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aeb9b/5b0ff3defe1ff63b7974989...) : "The Capitals took a 3-1 lead in the second period on a power-play goal by Alex Ovechkin and another even-strength tally by Brooks Orpik, however the Golden Knights added a power-play goal of their own to make it 3-2. Washington sweated it out in the third period, but after a stunning save by Braden Holtby and a 5-on-3 penalty kill by the Capitals, they emerged with

the win."

The upper-body injury [<https://s2.washingtonpost.com/6aeb9c/5b0ff3defe1ff63b7974989...>] of Capitals forward Evgeny Kuznetsov last night will complicate Washington's path to victory as the series returns to Washington on Saturday.

The Caps won despite having two players in the penalty box [<https://s2.washingtonpost.com/6aeb9d/5b0ff3defe1ff63b7974989...>] for a harrowing stretch in the third period.

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This journalist faked his own death. Then he showed up at a news conference.

GET SMART FAST:

Russian journalist and fierce Kremlin critic Arkady Babchenko stunned the world after he showed up at a news conference in Ukraine -- less than 24 hours after government officials announced his death. Ukrainian officials said they faked Babchenko's murder in an attempt to foil what they said was a real plot against his life by Moscow. Unsurprisingly, Russia dismissed the charge, with Foreign Minister Sergei Lavrov describing the incident as part of an "anti-Russian campaign." (Amie Ferris-Rotman [<https://s2.washingtonpost.com/6aeb9f/5b0ff3defe1ff63b7974989...>])

Trump's net worth fell \$100 million over the past year to \$2.8 billion, according to Bloomberg [<https://s2.washingtonpost.com/6aeba0/5b0ff3defe1ff63b7974989...>] . The figure represents Trump's lowest net worth since Bloomberg began tracking Trump's assets during the campaign.

Texas Gov. Greg Abbott (R) laid out a slate of proposals to make schools safer from guns, including increasing school security and keeping guns away from people who shouldn't have them. Abbott unveiled the recommendations a day after visiting Santa Fe High School on its first day of classes since a shooting there killed 10 people earlier this month. (NPR [<https://s2.washingtonpost.com/6aeba1/5b0ff3defe1ff63b7974989...>])

Before the Feb. 14 massacre in Parkland, Fla., Nikolas Cruz recorded three cellphone videos. The 19-year-old discussed his plan to murder students and faculty members. "With the power of my AR-15 you will all know who I am," Cruz said in one video. The videos were released as prosecutors prepare to possibly seek the death penalty. (Miami Herald [<https://s2.washingtonpost.com/6aeba2/5b0ff3defe1ff63b7974989...>])

Former congressman Aaron Schock (R-Ill.) lost his appeal to throw out his criminal indictment. The federal appeals court's decision means criminal proceedings against Schock on corruption charges is likely to advance. (Politico [<https://s2.washingtonpost.com/6aeba3/5b0ff3defe1ff63b7974989...>])

Harvey Weinstein was indicted on charges of rape and a criminal sexual act in Manhattan. At least 70 women have now come forward to accuse the disgraced movie mogul of sexual assault and misconduct. (Reuters [<https://s2.washingtonpost.com/6aeba4/5b0ff3defe1ff63b7974989...>])

A Southern Baptist seminary has terminated its president, Paige Patterson, following a flurry of controversial statements he made about women – as well as his failure to properly handle an earlier allegation of sexual abuse. A student at Southeastern Baptist Theological Seminary said she went to Patterson in 2003 with her complaint – and he encouraged her not to go to police but to “forgive her assailant.” (Michelle Boorstein and Sarah Pulliam Bailey [<https://s2.washingtonpost.com/6aeba5/5b0ff3defe1ff63b7974989...>])

Pharmaceutical company Allergan issued a national recall of nearly 170,000 sample packs of Taytulla birth control after a packaging error misplaced the order of placebo and hormone pills – a mistake that health officials said could cause “unintended pregnancies.” (Allyson Chiu [<https://s2.washingtonpost.com/6aeba6/5b0ff3defe1ff63b7974989...>])

The American Cancer Society is now recommending adults undergo colorectal cancer screenings beginning at age 45 instead of age 50, after “extensive” analysis found that lowering the starting age – even by just five years – would save lives. (Laurie McGinley [<https://s2.washingtonpost.com/6aeba7/5b0ff3defe1ff63b7974989...>])

Walmart announced it will pay for its employees to go back to school to obtain degrees in business or supply-chain management as part of a bid to improve employee retention rates and attract new talent. The retailer said it will cover the costs of tuition, textbooks and other fees, and it will require employees to pay \$1 a day during the duration of their studies. (Abha Bhattacharai [<https://s2.washingtonpost.com/6aeba8/5b0ff3defe1ff63b7974989...>])

A serial con man from Bogota pleaded guilty to impersonating a Saudi prince for decades as part of an elaborate ruse. Before his arrest, authorities said Anthony Gignac was living a charmed life – draping himself in Rolexes, speeding around town in a Ferrari and inhabiting a penthouse apartment accessible only by helicopter or ferry. (Kyle Swenson [<https://s2.washingtonpost.com/6aeba9/5b0ff3defe1ff63b7974989...>])

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President Trump signs the 'right to try' bill

WATCH WHAT THEY DO, NOT WHAT THEY SAY:

-- The Federal Reserve voted to ease financial crisis-era rules preventing big banks from making some risky trading decisions. Renae Merle reports [<https://s2.washingtonpost.com/6aebab/5b0ff3defe1ff63b7974989...>] : The decision delivers “Wall Street one of its biggest victories yet in the Trump era. The changes will give big banks, including Goldman Sachs and JPMorgan Chase, a reprieve nearly a decade after risky trading was blamed for contributing to the near collapse of the U.S. financial sector. It will also provide another boost to an industry already reporting record profits — \$56 billion during the first three months of this year. ... The proposed new rule ... would continue to ban proprietary trading, regulators stressed and would not allow Wall Street to return to its trading heydays. But it would simplify the process for determining which types of trading are permitted and which aren't.”

-- The administration is placing a growing number of migrant children in long-term foster care. Nick Miroff reports [<https://s2.washingtonpost.com/6aebac/5b0ff3defe1ff63b7974989...>] : "The number of beds available for such long-term foster care has doubled, to nearly 600, since May 2016, according to a care provider who works with the Department of Health and Human Services ... [I]n the past six months, according to HHS data, the percentage of migrant children in custody without a sponsor increased to 10 percent, up from 7 percent during the government's 2017 fiscal year, when the agency assumed custody of more than 40,000 underage migrants. ... The latest figures also indicate the average amount of time that children spend in HHS shelters has increased to 57 days in recent months, up from 51 days last year."

-- "Going home after half a lifetime [<https://s2.washingtonpost.com/6aebad/5b0ff3defe1ff63b7974989...>]," by Maria Sacchetti: "At 36, [Guillermo Mendoza] had achieved his version of the American Dream: Married, with two children, a work permit, a six-figure salary as a construction safety manager, a sprawling house in Silver Spring, Md. But his permission to live in the United States was soon to expire, because of the Trump administration's decision to end federal programs that allow Mendoza and some 300,000 other immigrants from El Salvador, Honduras and Haiti to work legally on U.S. soil. So Mendoza had to consider where else he might go. Among the options: Whether he could begin again — with his American-citizen wife and U.S.-born son and daughter — in the small, troubled country he fled half a lifetime ago."

-- Abortion rights activists are warning the White House is quietly pursuing a multipronged attack on reproductive services for women. From the AP's Ricardo Alonso-Zaldivar and David Crary [<https://s2.washingtonpost.com/6aebae/5b0ff3defe1ff63b7974989...>] : "Most of the changes involve rules and regulations under the administration's direct control, such as a proposal to forbid federally funded family planning clinics from referring women for abortions and separately allowing more employers who cite moral or religious reasons to opt out of no-cost birth control for women workers. Trump also is appointing numerous new federal judges endorsed by anti-abortion groups. ... A recently proposed rule would make major changes to Title X, the family-planning program."

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North Korea's Kim Yong Chol, center, leaves a hotel in New York. (Andres Kudacki/AP)

THE NEW WORLD ORDER:

-- A senior North Korean official met with his American counterpart – kicking off a series of three bilateral meetings as officials seek to hash out details and salvage the summit between Trump and Kim Jong Un. John Hudson and Michelle Ye Hee Lee report [<https://s2.washingtonpost.com/6aebaf/5b0ff3defe1ff63b7974989...>] : "The meeting in Singapore ... dealt purely with logistics but has been shrouded in secrecy. Although most logistics teams would be led by a low-level bureaucrat, Kim sent his de facto chief of staff, Kim Chang Son, one of the country's most powerful officials, to head the North Korean team. The U.S. team is led by White House Deputy Chief of Staff Joe Hagin. ... Hotel security guards blocked journalists from the premises of the resort off Singapore's southeastern coast, and the White House and the State Department declined to confirm even mundane details."

The meeting came amid fresh doubts over the possibility of North Korean nuclear disarmament. "The two teams in Singapore are tasked with working out the logistics of the summit, including venue spaces, transportation [and security]. They face a daunting target date of June 12 and the knowledge that a failed meeting could increase the chances for military confrontation. ..."

"Kim has expressed an unusual degree of interest in the summit's logistics, asking [Secretary of State Mike Pompeo] during his visit to Pyongyang this month about fuel for the 6,000-mile round-trip flight to Singapore and how many bodyguards he could bring. ...

"The discussions resumed when Pompeo met with North Korean official Kim Yong Chol for dinner in New York on Wednesday." Pompeo and Kim Yong Chol are expected to meet again this morning, Carol Morello and Anne Gearan report [<https://s2.washingtonpost.com/6aebb0/5b0ff3defe1ff63b7974989...>] .

-- Pompeo posted pictures [<https://s2.washingtonpost.com/6aebb1/5b0ff3defe1ff63b7974989...>] from the dinner on Twitter:

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-- Trump could today announce (or not) tariffs on steel and aluminum imports from Canada, Mexico and the European Union. David J. Lynch and Damian Paletta report [<https://s2.washingtonpost.com/6aebb3/5b0ff3defe1ff63b7974989...>] : "Frustrated over the failure of those U.S. trading partners to agree to a range of demands, the president chose to sharply escalate his global trade war rather than grant further tariff waivers. The import taxes could take effect as soon as Friday. The move is likely to have an immediate impact on global trade in steel and aluminum, particularly between the United States and Canada, the nation's largest source of imported steel. The decision also invites retaliation from each of the trading partners, which have vowed to erect new barriers to a range of U.S. products. The White House process remains fluid, and the people cautioned that Trump has been talked out of imposing tariffs at the last minute. ... Trump's move threatens to upend negotiations over a new North American trade deal."

-- Italy's political turmoil has refueled doubts about the future of the European Union. Michael Birnbaum reports from Brussels [<https://s2.washingtonpost.com/6aebb4/5b0ff3defe1ff63b7974989...>] : "The worries came after Italian President Sergio Mattarella on Sunday blocked an academic who once called Italy's adoption of the euro a 'historic error' from becoming finance minister. That appeared to blow up a coalition deal between two populist parties that have been seeking to form a government since Italy's March elections. Now, backlash to Mattarella's move may deliver the opposite of what he intended when he said he was defending Europe and Italy's constitution. If fresh elections are required, furious Italians could be expected to vote in even greater numbers for the same anti-establishment politicians who nominated [the] euroskeptic minister in the first place."

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President Barack Obama departs a meeting with Turkish President Recep Tayyip Erdogan in Paris in 2015, flanked by Ben Rhodes. (Evan Vucci/AP)

-- Ben Rhodes's new memoir [<https://s2.washingtonpost.com/6aebb5/5b0ff3defe1ff63b7974989...>] , "The World as It Is," recounts the "multiple emotional stages" that Barack Obama went through after Trump won in 2016. The New York Times's Peter Baker has a preview of the former deputy national security adviser's book: [<https://s2.washingtonpost.com/6aebb5/5b0ff3defe1ff63b7974989...>] "Few moments shook Mr. Obama more than the decision by voters to replace him with a candidate who had questioned his very birth. At times, the departing president took the long view, at other points, he flashed anger. He called Mr. Trump a 'cartoon' figure. ... And he expressed rare self-doubt, wondering whether he had misjudged his own influence on American history. ... In handing over power to someone determined to tear down all he had accomplished, Mr. Obama alluded to 'The Godfather' mafia movie: 'I feel like Michael Corleone. I almost got out.'"

German Chancellor Angela Merkel told Obama that she felt more obliged to run for another term because of Trump's election so that she could defend the liberal international order. When they said their goodbyes, Rhodes writes, Merkel had a single tear in her eye. "She's all alone," Obama said. The outgoing president also urged Canadian leader Justin Trudeau "to take on a more vocal role defending the values they shared." And Japanese Prime Minister Shinzo Abe apologized for breaching protocol by meeting with Trump in Manhattan after the election.

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Beverly Darm, an election clerk at the Sacramento County Registrar of Voters, inspects a mail-in ballot in

Sacramento. More than 1.4 million Californians have already voted absentee in the state's primary, which could have the highest ever rate of vote by mail. (Rich Pedroncelli/AP)

THE MIDTERMS:

-- Democrats are blaming each other as they face the possibility of being shut out of House races in California in the November general election, imperiling their chances of retaking the House majority. David Weigel and Amy Gardner report [<https://s2.washingtonpost.com/6aebb6/5b0ff3defe1ff63b7974989...>] : "In three Orange County districts, a surfeit of enthusiastic candidates and conflicting messages from Democratic organizations and allies have converged to complicate the party's road to victory. ... Democrats have had internal conflicts in other states, but the circumstances in California are far more convoluted because of the state's 'top two' nominating system, in which the two highest vote-getters are elevated to the November ballot, irrespective of party affiliation. ... The result, say activists, party officials and some candidates, has been anger among voters who fear destructive splits in the Democratic vote — and a level of chaos not seen in congressional primaries here in years, if ever. Candidates are scrambling to set themselves apart, Democratic groups are urging unity to gain control of the House — and many voters are wondering how to contend with the despair they would feel if Democrats were locked out in this liberal state."

-- Republicans have grown frustrated with Trump's apparent fondness for Sen. Heidi Heitkamp (D-N.D.), a top target as the Senate GOP attempts to increase its majority. From Politico's Alex Isenstadt and Burgess Everett [<https://s2.washingtonpost.com/6aebb7/5b0ff3defe1ff63b7974989...>] : "As the president signed a banking deregulation bill into law [last week] before a national audience, Heitkamp was right next to him, the only Democrat in the room. ... At a time when many in the GOP fear that the president's unpredictable style will undercut their best-laid midterm plans, the relationship has given Heitkamp — who is seeking reelection in a state where Trump won nearly two-thirds of the vote — fodder to portray herself as a presidential ally. ... Trump aggressively recruited [Rep. Kevin Cramer (R-N.D.)] to give up his House seat to take on Heitkamp, and his actions since have left some of Cramer's closest allies feeling snubbed."

-- Cramer took a swipe at the White House yesterday, blaming legislative affairs director Marc Short for Congress's failure to pass key legislation. Politico's Everett reports [<https://s2.washingtonpost.com/6aebb8/5b0ff3defe1ff63b7974989...>] : "Cramer told North Dakota radio host Rob Port that he had done some digging and believes that there 'are some people in the White House that think, you know, the president's too friendly to her.' Then Cramer laid into [Short] for two prominent failed GOP efforts in the Senate: Repeal of Obamacare and the rollback of an Obama-era regulation that would limit flaring and venting from oil and gas wells. Heitkamp voted against both and Cramer has criticized her in particular over the flaring vote."

-- Trump praised Sen. Joe Donnelly (D-Ind.) as he signed the "right-to-try" legislation into law. John Wagner and Sean Sullivan report [<https://s2.washingtonpost.com/6aebb9/5b0ff3defe1ff63b7974989...>] : "Trump emphasized [that the bill] had languished in Congress under his predecessors. The new law, which [Donnelly] helped write with Sen. Ron Johnson (R-Wis.), allows people with life-threatening illnesses to bypass the Food and Drug Administration to obtain experimental medications." Trump offered surprising praise for Donnelly, who's facing a difficult reelection and was recently criticized by the president as "Sleepin' Joe." "Senator Donnelly, thank you very much," Trump said. "That's really great. Appreciate it. Thank you."

-- There's been a surge of LGBTQ candidates, but they continue to struggle with how much to reveal about their personal lives. Karen Tumulty writes [<https://s2.washingtonpost.com/6aebba/5b0ff3defe1ff63b7974989...>] : "The LGBTQ Victory Fund, an advocacy group, says it counts nearly 400 vying for offices from school board to governor. For straight candidates, it is expected — practically demanded — that they write spouses and children into the narrative of their lives and testaments of their values. ... But for LGBTQ people entering the rough environment of politics, the choice of what, if anything, to tell voters about the people most central to their lives is more fraught than for straight couples. That remains true even in an era when gay marriage is legal across the country and supported by nearly two-thirds of Americans."

-- Utah Senate candidate Mitt Romney revealed that he voted for his wife, Ann Romney, in the 2016 election. "I wrote in the name of a person who I admire deeply, who I think would be an excellent president," the U.S. Senate candidate said in an interview with two local editorial boards. "I realized it wasn't going to go anywhere, but nonetheless felt that I was putting in a very solid name." Romney has previously declined to say who he voted for in

the 2016 race, other than to say he did not cast his ballot for Trump. (Deseret News [<https://s2.washingtonpost.com/6aebbb/5b0ff3defe1ff63b7974989...>])

-- An exhaustive investigation in New Hampshire found virtually no evidence of potential voter fraud -- refuting claims made by Trump after he narrowly lost the state. WMUR's John DiStaso reports [<https://s2.washingtonpost.com/6aebbc/5b0ff3defe1ff63b7974989...>] : "Secretary of State William Gardner, other officials from his office and a top election law attorney from the attorney general's office made a more than two-hour presentation to the state Ballot Law Commission, which is charged with resolving disputes related to election laws. The review consumed 817 work hours by members of the attorney general's office with help from the Department of Safety." Among the key results: "Out of more than 94,000 names of people with the same first and last names and dates of birth who voted in New Hampshire and at least one of the other 27 states in the Interstate Voter Registration Crosscheck program, all but 142 were accounted for as being different voters in each state ... "

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Sanders on informant: 'Still cause for concern' despite Gowdy remarks

THERE'S A BEAR IN THE WOODS:

-- Despite Trump's repeated public attacks on Jeff Sessions -- who he says made "a very terrible mistake for the country" by recusing himself from the Russia probe -- top advisers say the president is unlikely to fire the attorney general. Matt Zapotosky, Josh Dawsey and Robert Costa report [<https://s2.washingtonpost.com/6aebbe/5b0ff3defe1ff63b7974989...>] : "People familiar with the president's thinking said Trump feels bound to keep Sessions because firing him could have damaging political consequences. When Trump ousted [FBI Director James Comey], the move became a piece of [Robert Mueller's] investigation. ... The president also has been told by high-ranking lawmakers that the GOP-controlled Senate would be unlikely to have the time or the political capital to confirm a successor this year. ...

"A senior White House official said Wednesday there is no expectation that Trump will fire Sessions or that he was 'doing anything more than blowing off steam.' 'He hates the guy,' the official said. 'Everyone in the building knows it.' Inside the Justice Department, some officials have become numb to the president's tweets, though others wonder why Sessions does not respond more forcefully."

-- Since Trump threatened to fire Sessions last July, "the Republican campaign to save Sessions has continued and -- at least for now -- succeeded," the AP's Jonathan Lemire, Eric Tucker and Lisa Mascaro report [<https://s2.washingtonpost.com/6aebbf/5b0ff3defe1ff63b7974989...>] . "In private meetings, public appearances on television and late-night phone calls, Trump's advisers and allies have done all they can to persuade the president not to fire a Cabinet official he dismisses as disloyal. The effort is one of the few effective Republican attempts to install guardrails around a president who delights in defying advice and breaking the rules."

-- "In recent weeks, Mr. Trump has gone so far as to tell people not to raise Mr. Sessions's name with him in conversation," per the Times's Eileen Sullivan [<https://s2.washingtonpost.com/6aebc0/5b0ff3defe1ff63b7974989...>] . "The two men rarely speak outside of cabinet meetings."

-- Last spring, acting FBI director Andrew McCabe wrote a confidential memo recounting a conversation that offered "significant" behind-the-scenes details on Comey's firing. That memo has since been turned over to Mueller's team. The New York Times's Matt Apuzzo, Adam Goldman and Michael S. Schmidt report [<https://s2.washingtonpost.com/6aebc1/5b0ff3defe1ff63b7974989...>] : "In the document ... Mr. McCabe described a conversation at the Justice Department with [Rod Rosenstein] in the chaotic days last May after Mr. Comey's abrupt firing. Mr. Rosenstein played a key role in the dismissal, writing a memo that rebuked Mr. Comey over his handling of an investigation into Hillary Clinton. But in the meeting at the Justice Department, Mr. Rosenstein added a new detail: He said the president had originally asked him to reference Russia in his memo. ... Mr. Rosenstein did not

elaborate on what Mr. Trump had wanted him to say. To Mr. McCabe, that seemed like possible evidence that Mr. Comey's firing was actually related to the F.B.I.'s investigation into the Trump campaign's ties to Russia, and that Mr. Rosenstein helped provide a cover story by writing about the Clinton investigation. In conversations with prosecutors, Mr. Trump's lawyers have cited Mr. Rosenstein's involvement in the firing of Mr. Comey as proof that it was not an effort to obstruct justice[.] That argument has only made Mr. Rosenstein's position even more peculiar: He oversees an investigation into the president, who points to Mr. Rosenstein's own actions as evidence that he is innocent. And Mr. Rosenstein could have the final say on whether that argument has merit. ..."

Trump appeared to address the Times story this morning:

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Trump told NBC's Lester Holt last year [<https://s2.washingtonpost.com/6aebc3/5b0ff3defe1ff63b7974989...>] of his decision to fire Comey, "And in fact when I decided to just do it, I said to myself, I said 'you know, this Russia thing with Trump and Russia is a made-up story, it's an excuse by the Democrats for having lost an election that they should have won'."

-- Friends of Paul Manafort have launched a legal-defense fund to help the former Trump campaign chairman pay his bills. Spencer S. Hsu reports [<https://s2.washingtonpost.com/6aebc4/5b0ff3defe1ff63b7974989...>] : "In a statement released Wednesday, unnamed friends of the longtime lobbyist said the Paul Manafort Defense Fund was created because Manafort and his family are 'struggling to pay legal bills' arising from his prosecution in the special counsel's investigation of Russian interference in the 2016 presidential election. ... A person familiar with Manafort's situation confirmed that the fund is legitimate. However, it is unclear who organized the effort. The fund's website — which promises to maintain the 'strict confidentiality' of those who donate — does not list its trustees."

-- The state-owned Russian bank VTB, under U.S. sanctions since 2014, attempted to boost its image with members of the Obama and Trump administrations as it lobbied to get sanctions lifted. From the Center for Public Integrity's Carrie Levine [<https://s2.washingtonpost.com/6aebc5/5b0ff3defe1ff63b7974989...>] : "Less than two months before a 2016 presidential election marked by Russian interference, senior State Department official Daniel Fried received an invitation to a private gala featuring an exclusive performance by the Bolshoi Ballet and a post-event reception. ... Fried, the State Department's sanctions policy coordinator, declined. 'I won't be attending,' he replied to the trade association head. 'We're not interested in advancing their corporate reputation.' ... VTB provides an illuminating example of what Americans learn — or don't — under [the Foreign Agents Registration Act, which requires the disclosure of foreign influence efforts]. The bank's hired lobbyists failed to disclose a series of June 2016 meetings with government officials on behalf of the sanctioned bank until months after U.S. law required them to."

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Michael Cohen leaves federal court in New York. (Richard Drew/AP)

-- A federal judge has given Michael Cohen's attorneys until June 15 to finish reviewing materials seized from his Manhattan office and home during an FBI raid in April. Philip Bump and Mark Berman report [<https://s2.washingtonpost.com/6aebc6/5b0ff3defe1ff63b7974989...>] : "The [deadline] was set during a hearing in Manhattan that focused on the status of these seized materials and featured sparring between Cohen's attorneys and Michael Avenatti, an attorney for Stormy Daniels[.] Avenatti had sought to join the case but withdrew his motion after U.S. District Judge Kimba Wood warned that Avenatti would have to end his 'publicity tour' if she granted him standing."

-- Meanwhile, federal investigators sorting through material seized from Cohen said they need more time to piece together the contents of a shredder taken during the FBI's raid. NBC News's Tom Winter, Charlie Gile and Adam Edelman report [<https://s2.washingtonpost.com/6aebc7/5b0ff3defe1ff63b7974989...>] : "[Prosecutors told the judge] that they'd turned over most of the materials seized during the April 9 raids ... with the exception of two BlackBerry devices and the shredded documents. Prosecutors explained, however, that they would need two to three more

weeks to finish reconstructing what was in the shredder, and that they were still trying to access the BlackBerrys.”

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Trump supporters had this to say about the cancellation of 'Roseanne'

ROSEANNE FALLOUT:

-- Trump reacted to ABC's cancellation of "Roseanne" over Twitter, asking why the CEO of Disney, which owns ABC, never apologized to him as he did to Valerie Jarrett. "Bob Iger of ABC called Valerie Jarrett to let her know that 'ABC does not tolerate comments like those' made by Roseanne Barr," Trump wrote [<https://s2.washingtonpost.com/6aebc9/5b0ff3defe1ff63b7974989...>] . "Gee, he never called President Donald J. Trump to apologize for the HORRIBLE statements made and said about me on ABC. Maybe I just didn't get the call?"

Emily Heil explains [<https://s2.washingtonpost.com/6aebca/5b0ff3defe1ff63b7974989...>] : "Trump might have been referring to anti-Trump comments by Keith Olbermann, who recently returned to Disney-owned ESPN, late-night comedian Jimmy Kimmel's mocking of Melania Trump's accent or 'The View's' Joy Behar calling Vice President Pence mentally ill because of his faith."

Trump reiterated his demands for an apology this morning:

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Fact-check: ABC did issue an apology [<https://s2.washingtonpost.com/6aebcc/5b0ff3defe1ff63b7974989...>] after Ross incorrectly reported Trump directed Michael Flynn to make contact with the Russians before the 2016 election. The network also suspended Ross for four weeks without pay.

-- "Trump entered the conversation not by condemning (Roseanne), but by making it about himself," Eugene Scott writes [<https://s2.washingtonpost.com/6aebcd/5b0ff3defe1ff63b7974989...>] . "The Trump administration has proved that it doesn't mind weighing in on racial matters when it is to attack political opponents or affirm those praising the president. But when it comes to racist comments and ideas from those supportive of the administration, there is no time — until, it seems, there is a Trump-centric angle."

-- The "Roseanne" cancellation is the latest in a series of controversies for Disney as the entertainment company "finds itself grappling with the realities of being a conglomerate this large in a time this divisive," Steven Zeitchik writes [<https://s2.washingtonpost.com/6aebce/5b0ff3defe1ff63b7974989...>] . "Conservative voices accused the company of taking a political position by applying a more lenient standard to liberals. ... Yet the right is not the only group that has been incensed by Disney actions. In March, ABC declined to air an episode of 'Black-ish' in which

members of the show's family debated NFL players kneeling during the national anthem. Some left-wing commentators criticized Disney for playing to a white working-class base that fuels its popular 'Monday Night Football' program on ESPN. ... The incidents highlight how tripwires are inevitable in a culture of constant content and social media anger. They also point to a problem faced by Disney, which wants to be the main source of content for the 21st century while also avoiding the era's pitfalls..."

-- Meanwhile, Barr returned to Twitter to blame her colleagues for the show's demise. From Emily Heil [<https://s2.washingtonpost.com/6aebcf/5b0ff3defe1ff63b7974989...>] : "She reposted a tweet by Sara Gilbert, the actress who played her daughter, Darlene, on the show and served as executive producer. Gilbert had called Barr's initial comments 'abhorrent,' saying they 'do not reflect the beliefs of our cast and crew or anyone associated with our show. I am disappointed in her actions to say the least.' 'Wow! unreal,' Barr wrote in response. Later, she moderated her stance on Gilbert: 'no, I understand her position and why she said what she said. i forgive her. It just shocked me a bit,' Barr wrote. ... And Barr pointed a finger at Wanda Sykes, the show's consulting producer, for ultimately causing the show's demise. Sykes had responded to Barr's invective by announcing via Twitter that she wouldn't return to the show. She wrote of Sykes, 'her tweet made ABC very nervous and they cancelled the show.'"

-- The maker of Ambien had this to say after Roseanne claimed her original racist tweet about Valerie Jarrett was caused by tweeting on the sleep aid: "People of all races, religions and nationalities work at Sanofi every day to improve the lives of people around the world," the U.S. division of pharmaceutical giant Sanofi said in a tweet. "While all pharmaceutical treatments have side effects, racism is not a known side effect of any Sanofi medication." (Kristine Phillips [<https://s2.washingtonpost.com/6aebd0/5b0ff3defe1ff63b7974989...>])

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White House official mocked 'dying' McCain

PALACE INTRIGUE:

-- The White House communications team is suffering low morale and potential firings as leaks continue. The latest debacle followed an Oval Office meeting with press aide Kelly Sadler, accused of making an offensive remark about Sen. John McCain (R-Ariz.), and director of strategic communications Mercedes Schlapp. The Daily Beast's Lachlan Markay and Asawin Suebsaeng report [<https://s2.washingtonpost.com/6aebd2/5b0ff3defe1ff63b7974989...>] : "Trump let it be known that he was displeased before asking Sadler whom she thought were prominent leakers in the ranks. As first reported by Axios, Sadler shocked those in attendance by pointing to, among others, Schlapp. ... Schlapp recoiled in indignation, aghast that anyone would suggest she would betray the president—least of all a more junior aide whom she had given increasing responsibilities within the administration. Trump sat behind the Resolute Desk, watching the drama unfold in real time. The meeting adjourned shortly after the tense—even for the Trump White House—exchange.

"But the drama didn't end there. Two sources recounted that Schlapp remained heated, saying that in separate conversations detailing what happened in the Oval, she referred to Sadler as 'a b----.' Schlapp vehemently denied saying the word and insinuated that any suggestion she had done so was, itself, a malicious leak designed to undermine her."

-- Sadler was also criticized for failing to blind-copy recipients who were emailed a set of talking points on the administration's Iran policy. And the list of recipients revealed a surprising range of ideological diversity. Politico's Annie Karni reports [<https://s2.washingtonpost.com/6aebd3/5b0ff3defe1ff63b7974989...>] : Those emailed included "former Obama administration officials, advisers to Hillary Clinton's 2016 presidential campaign, and [Trump] critics ... Many who received the email said they were left deeply confused about what the White House expected them to do with the information. ... Some recipients said it wasn't the first time they've been included in Trump administration blasts. A few have also been invited to off-the-record 'expert' calls with senior administration officials, and participated out of curiosity, but wondered how they had been invited — and why."

-- The new NSC chief of staff, the latest in a flurry of hires by national security adviser John Bolton, comes from a group that argues Muslims are plotting to take over the U.S. government. From Abigail Hauslohner [\[https://s2.washingtonpost.com/6aebd4/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd4/5b0ff3defe1ff63b7974989...) : “The appointment of Fred Fleitz drew condemnation from civil rights groups this week. The Anti-Defamation League criticized what it described as ‘his senior leadership role with the Center for Security Policy, an Islamophobic, conspiracy-promoting organization.’ ... Fleitz has also promoted the myth of European ‘no-go zones’ — places the CSP casts as being governed by Islamic law — as well as a widely debunked CSP survey that suggested a quarter of Muslims support violence against Americans.”

-- HUD Secretary Ben Carson has hired the son of his close friend and business associate to be his deputy chief of staff. CNN’s Gregory Wallace and Rene Marsh report [\[https://s2.washingtonpost.com/6aebd5/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd5/5b0ff3defe1ff63b7974989...) : “Alfonso Costa Jr., 29, is expected to join the department in the coming weeks. ... The arrival comes as one of Carson's closest political aides, deputy chief of staff Deana Bass, leaves the department and shortly after a relative novice to housing policy, Andrew Hughes, was promoted to chief of staff. ... Costa's father is a dentist-turned-real-estate-investor who Carson has described as ‘one of my closest, if not my very closest friend.’ Carson and his wife were involved in a 2007 real estate deal with the senior Costa. Later that year, after the elder Costa was convicted for health care fraud, Carson wrote on his behalf to the federal judge sentencing him”: ‘I could literally trust him with all of my earthly possessions and rest assured that I would get all of them back with interest,’ Carson wrote. ‘To sum it up, next to my wife of 32 years, there is no one on this planet that I trust more than Al Costa.’ ”

SOCIAL MEDIA SPEED READ:

The first lady addressed questions about the fact she hasn't been seen in public since a recent kidney procedure:

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Trump quoted Rush Limbaugh’s take on the FBI’s use of a campaign informant:

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He later added this:

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Trump endorsed a sitting House Republican over Michael Grimm, a convicted felon who formerly held the seat and has tried to claim the Trump mantle. But Donovan didn't vote

[\[https://s2.washingtonpost.com/6aebd9/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd9/5b0ff3defe1ff63b7974989...) for the president's tax bill:

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A House Democrat complained about Trump's tweeting priorities:

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Jimmy Kimmel stood by Barr:

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Writer Roxane Gay replied:

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A Post reporter recounted his eventful (and successful) attempt to report on the latest developments in Trump-Kim summit negotiations:

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Another Kim meeting happened in the White House (the reality TV star is lobbying for a
<https://s2.washingtonpost.com/6aebe2/5b0ff3defe1ff63b7974989...> pardon
<https://s2.washingtonpost.com/6aebe2/5b0ff3defe1ff63b7974989...> for a low-level drug offender).

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Trump's hometown papers had some fun with the story:

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The Post reporters and editors who won the Pulitzer Prize for their Russia reporting were honored at Columbia University:

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Reporters from the Alabama Media Group congratulated the Post reporters who received a Pulitzer for unearthing sexual misconduct allegations against Roy Moore:

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And Sen. Orrin Hatch (R-Utah) wished a Capitol Hill reporter happy birthday:

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GOOD READS FROM ELSEWHERE:

-- "The Man Who Would Be Speaker [https://s2.washingtonpost.com/6aebe9/5b0ff3defe1ff63b7974989...]," by the Atlantic's Elaina Plott: "House Majority Whip Steve Scalise is chronically late. He's constantly caught up in conversation — with anyone, really — while his aides wait like children whose parents have stumbled upon friends in the produce aisle. When he finally arrived to the prayer breakfast, flanked by his security detail, he beamed as though he'd never seen a place so special — this hairspray-scented ballroom in a two-star hotel below an overpass. He strode toward the makeshift stage, aided by two purple crutches, and suddenly all was forgiven. People stood and applauded, as though Scalise weren't late, the rest of us just early. ... In the span of a year, Scalise has gone from being an otherwise nameless lawmaker ... to someone who, his supporters now believe, is an essential component of God's plan for America. Last June, Scalise was standing near second base at a congressional baseball practice ... when [a] 7.62-caliber bullet scissored through Scalise's left hip[.] His trauma surgeons told me it was 'astounding' he made it to the hospital alive. Scalise prefers the word 'miraculous.' 'I know He has a plan for me,' he [said] ... 'I don't know what it is just yet.'

"Scalise now finds himself at the coveted intersection of political clout and electoral opportunity. Last month, [Paul Ryan] told his conference that he would not seek reelection. The announcement sparked whispers across the conference about who would succeed him for the gavel. Scalise's name was chief among them. Which is to say that for one of the first times in his congressional career, Scalise might be right on time. He just can't say that out loud."

-- New York Times, "For 'Columbiners,' School Shootings Have a Deadly Allure [https://s2.washingtonpost.com/6aebea/5b0ff3defe1ff63b7974989...]," by Manny Fernandez, Julie Turkewitz and Jess Bidgood: "Interviews with law enforcement officials, educators, researchers, students and a gunman's mother, as well as a review of court documents, academic studies and the writings of killers and would-be killers, show that the school-shooting copycat syndrome has grown more pervasive and has steadily escalated in recent years. And much of it can be traced back to the two killers at Columbine, previously ordinary high school students who have achieved dark folk hero status — their followers often known as 'Columbiners' — in the corners of the internet where their carefully planned massacre is remembered, studied and in some cases even celebrated."

-- The Daily Beast, "What Happened to Jill Stein's Recount Millions? [https://s2.washingtonpost.com/6aebeb/5b0ff3defe1ff63b7974989...]" by Charles Davis: "Shortly after the 2016 election, Jill Stein raised more than \$7 million from shell-shocked liberals eager to pursue a swing-state recount. Nearly two years later, the U.S. Green Party's last candidate for president is still spending that money. Ongoing litigation, travel costs, and staff salaries are also likely to eat up whatever is left, meaning those who donated to Stein are unlikely to receive a once-promised chance to vote on how the post-recount money would be spent."

-- CityLab, "The Hidden Costs of Losing Your City's Newspaper [https://s2.washingtonpost.com/6aebec/5b0ff3defe1ff63b7974989...]," by Kriston Capps: "According to a new working paper, local news deserts lose out financially, too. Cities where newspapers closed up shop saw increases in government costs as a result of the lack of scrutiny over local deals, say researchers who tracked the decline of local news outlets between 1996 and 2015."

HOT ON THE LEFT:

“Former Trump Aide Michael Caputo Wants to Give Roseanne Reboot a New Home,” from the Daily Beast [\[https://s2.washingtonpost.com/6aebed/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebed/5b0ff3defe1ff63b7974989...) : “Less than 24 hours after the Roseanne reboot was canceled, former Trump campaign aide Michael Caputo began plotting ways to get her back on air. Caputo is the chief marketing officer of an online streaming TV startup called Bond, which aims to fund film and television programming through ‘crowd-investing.’ He told The Daily Beast that he and his colleagues plan ‘to reach out to Roseanne [Barr] immediately’ in the wake of the cancellation of her ABC show on Tuesday ... ‘We always planned on reaching out to Roseanne eventually,’ Caputo [said]. ‘Now it’s sooner rather than later.’ A show on Caputo’s streaming service would be a major step down in terms of audience size for Barr ... But Roseanne has become persona non grata in Hollywood ... [and] a new home at Bond would, potentially, insulate Barr from backlash to her consistently controversial politics and public statements.”

HOT ON THE RIGHT:

“Joy Reid Promoted An Infamous 9/11 Conspiracy Documentary On Her Old Blog,” from BuzzFeed News [\[https://s2.washingtonpost.com/6aebee/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebee/5b0ff3defe1ff63b7974989...) : “MSNBC host Joy Reid encouraged readers of her now-defunct blog to watch an infamous 9/11 conspiracy documentary, according to recently discovered posts ... A March 22, 2006, post to her weblog, Reidblog, [titled] ‘The official story,’ links to Loose Change 9/11, a viral 80-minute web video ... which was produced in part by Infowars’ Alex Jones, [and alleged] that the terrorist attacks on the World Trade Center were in fact planned by the US government. The fundamental question is: do you believe the official story of 9/11?’ the post reads. ‘If you do, great. If you don’t, then everything that happened after that is called into serious question.’ The Loose Change post isn’t the only skepticism on her blog about the attacks[.] In a March 2006 post ... Reid’s blog notes that the US government identified the plotters suspiciously soon. It then repeats common truther questions about the collapse of the WTC 7 building, which was not hit by an airplane.”

DAYBOOK:

Trump is in Texas Thursday. He will first meet with family members and community leaders affected by the Santa Fe school shooting. He will then give a speech at a National Republican Senatorial Committee fundraiser. Trump will also travel to Dallas, where he will attend an event with supporters. Vice President Pence has no events scheduled.

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Sanders chokes up answering kid’s question about school shootings

QUOTE OF THE DAY:

Sarah Huckabee Sanders got choked up responding to a question from a young student about what the

administration is doing to prevent school shootings. "I think that, as a kid and certainly as a parent, there is nothing that could be more terrifying — for a kid to go to school and not feel safe," Sanders said, her voice slightly cracking. "So I'm sorry that you feel that way." She went on to describe the activities of the president's School Safety Commission but did not lay out specific legislation the administration supports. (Anne Gearan [<https://s2.washingtonpost.com/6aebf0/5b0ff3defe1ff63b7974989...>])

NEWS YOU CAN USE IF YOU LIVE IN D.C.:

-- D.C. will see on-and-off showers today, turning into thunderstorms later in the day. The Capital Weather Gang forecasts [<https://s2.washingtonpost.com/6aebf1/5b0ff3defe1ff63b7974989...>] : "Patches of fog start the day as humidity is high. Temperatures climb to the mid-80s despite considerable cloud cover. Light south winds provide little relief. Passing showers are possible through the day, but the main activity is likely to hold off until later in the day when thunderstorms are also possible, capable of heavy downpours. Believe it or not, this may be the driest day of the next several so enjoy the available rain-free windows."

-- The Nationals beat the Orioles 2-0. The sixth straight win launched the Nationals to first place in the National League East. (Jorge Castillo [<https://s2.washingtonpost.com/6aebf2/5b0ff3defe1ff63b7974989...>])

-- Maryland's Democratic gubernatorial candidates focused their fire on Gov. Larry Hogan (R) rather than each other during a debate Wednesday. From Robert McCartney [<https://s2.washingtonpost.com/6aebf3/5b0ff3defe1ff63b7974989...>] : "In the second of five scheduled televised debates, the crowded field of candidates stuck to their pattern of promoting their own records and qualifications without attacking one another in public. That's partly because they agree on most of the issues, especially on the importance of increasing funding for K-12 public education. They also were in accord that Hogan has not spoken up enough to counter what they decried as President Trump's divisive racial rhetoric. And some alleged — without offering evidence — that his neglect of storm-water management contributed to the Ellicott City tragedy."

-- Valerie Ervin, the gubernatorial candidate who took over the top of the ticket after her running mate died of a heart attack, is suing the Maryland State Board of Elections to get new ballots printed before the Democratic primary next month. The current ballots include the name of Ervin's former running mate, the late Baltimore County Executive Kevin Kamenetz. State election officials argue there isn't enough time before voting begins to print new ballots. (Arelis R. Hernández [<https://s2.washingtonpost.com/6aebf4/5b0ff3defe1ff63b7974989...>])

-- A new federal study found D.C. students using vouchers to attend private schools perform worse in math than their public-school peers. From Perry Stein [<https://s2.washingtonpost.com/6aebf5/5b0ff3defe1ff63b7974989...>] : "This week's study from the Institute of Education Sciences, part of the U.S. Education Department, found that math scores were 10 percentage points lower for students who used vouchers compared with students who applied for the scholarship program but were not selected through a lottery. The students who were not chosen for the voucher program typically attend public schools in low-income neighborhoods."

VIDEOS OF THE DAY:

Gov. Scott Walker (R-Wis.)'s reelection campaign will launch a statewide ad today highlighting his efforts to expand Project SEARCH, which helps students with disabilities enter the workforce. It's part of what a Walker strategist describes as an "aggressive positive ad strategy" that has thus far included spots about workforce development, opioids and jobs. Here's a sneak peek:

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To Help People

Dan Helmer, running in a crowded Democratic primary in Virginia's 10th District to challenge GOP Rep. Barbara Comstock, released an incendiary new political ad comparing Trump to Osama bin Laden. "After 9/11, the greatest threat to our democracy lived in a cave," says Helmer, over an image of bin Laden. "Today, he lives in the White House."

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Samantha Bee looked at migrant children being separated from their parents at the border:

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Missing Migrant Children | May 30, 2018 Act 1 | Full Frontal on TBS

Trevor Noah said even the "anti-PC brigade" criticized Roseanne Barr:

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Even the Anti-PC Brigade Condemns Roseanne Barr | The Daily Show

Kendrick Lamar accepted his Pulitzer Prize in Music:

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And an adorable young boy won the president's first pen at the "right-to-try" bill signing:

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Adorable kid steals the spotlight and a hug from the president

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Date: Friday, June 01, 2018 7:18:23 AM

The Daily 202 from PowerPost

The president's story on D'Souza's pardon doesn't add up.

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Floating clemency for Blagojevich, Trump diminishes the gravity of political corruption
[<https://s2.washingtonpost.com/6afb8c/5b114e5bfe1ff64247dcc7...>]

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Former Illinois Gov. Rod Blagojevich (D) speaks to the media outside his home in Chicago in 2012 before reporting

to prison. (M. Spencer Green/AP)

[IMG \[70\]](#)

BY JAMES HOHMANN

with Breanne Deppisch and Joanie Greve

THE BIG IDEA: President Trump said Thursday that Rod Blagojevich “shouldn’t have been put in jail.”

After pardoning conservative pundit Dinesh D’Souza, who pleaded guilty to violating campaign-finance laws, Trump told reporters traveling aboard Air Force One that he is considering commuting the prison sentence of the disgraced former Illinois governor and pardoning Martha Stewart, who was convicted of lying to investigators and obstructing justice related to insider trading.

Trump’s comments on Blagojevich got the least attention but, frankly, were the most startling. A jury of his peers convicted the former prosecutor of 17 counts of wire fraud, attempted extortion, soliciting bribes and conspiracy in 2011. He was impeached and removed from office almost unanimously. He left office with an 8 percent approval rating [<https://s2.washingtonpost.com/6afb8d/5b114e5bfe1ff64247dccb7...>] .

Blagojevich was charged with trying to sell the U.S. Senate seat [<http://www.washingtonpost.com/wp-dyn/content/article/2010/07...>] that opened when Barack Obama became president to the highest bidder. Initially, he wanted to trade the appointment of Valerie Jarrett – who has been in the news this week because of Roseanne Barr’s racist tweets – in exchange for Obama picking him as secretary of health and human services. When the president-elect’s intermediaries rebuffed [<https://s2.washingtonpost.com/6afb8e/5b114e5bfe1ff64247dccb7...>] him, he turned elsewhere and wondered how much he could get for appointing someone else to the seat. He also thought about naming himself.

“I’ve got this thing and it’s [expletive] golden. And I’m just not giving it up for [expletive] nothing,” Blagojevich said on a court-authorized FBI wiretap [<https://s2.washingtonpost.com/6afb8f/5b114e5bfe1ff64247dccb7...>] that was played during his trial.

Apparently referring to that tape, Trump told reporters: “If you look at what he said, he said something to the effect like, ‘What do I get?’ ... Stupid thing to say. But he’s sort of saying ... he’s gonna make a U.S. senator, which is a very big deal. If you read his statement, it was a foolish statement. There was a lot of bravado. ... Plenty of other politicians have said a lot worse. He shouldn’t have been put in jail.”

At his trial, prosecutors laid out compelling evidence that Blagojevich sought to rescind \$8 million in state funding for Children’s Memorial Hospital in Chicago because the chief executive of the hospital wouldn’t make a \$50,000 contribution [<https://www.npr.org/2008/12/13/98224022/blagojevich-playing-...>] .

He refused to sign a bill that financially benefited racetracks until the owner of a racetrack cut a \$100,000 check to his campaign.

Blagojevich’s scheming, a prosecutor said, “would make [Abraham] Lincoln roll over in his grave.”

After he was convicted on 17 wide-ranging counts, several members of the jury spoke to reporters [<https://s2.washingtonpost.com/6afb90/5b114e5bfe1ff64247dccb7...>] . “We felt it was very clear he was trying to

make a trade for the Senate seat,” one juror said. Another added, “We'd tried everything to find him not guilty, but the evidence was there.”

The Supreme Court has made it much harder [\[https://s2.washingtonpost.com/6afb91/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/6afb91/5b114e5bfe1ff64247dcc7...) to prosecute public corruption in recent years, but Blagojevich failed to convince even four justices to grant cert to review his conviction or the length of his sentence just this April. Trump's own solicitor general, Noel Francisco, asked the high court not to take up Blagojevich's “unwarranted” appeal.

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Trump's pattern of political pardons

-- Trump's announcement that he's considering clemency makes it seem like he thinks what Blagojevich did is just politics as usual. That it's no big deal to make policy based on contributions. That a Senate seat belongs to the governor who gets to fill it, not the 12.8 million citizens of Illinois. That it's “unfair” for the FBI to pursue an egregious pattern of corruption. Perhaps Trump would say putting it that way is unfair to him, but his public musings indicate a desire to diminish the seriousness of political corruption.

Remember, Trump budget director Mick Mulvaney confessed in April [\[https://s2.washingtonpost.com/5bf617/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/5bf617/5b114e5bfe1ff64247dcc7...) that he would only meet with lobbyists who contributed to his campaigns when he was in Congress. “If you're a lobbyist who never gave us money, I didn't talk to you. If you're a lobbyist who gave us money, I might talk to you,” he told a roomful of banking lobbyists. The White House has yet to disavow these comments. Mulvaney is still a member of the Cabinet.

The president is mistakenly under the impression that Blagojevich was sentenced to 18 years. In fact, he got 14 years. But the 61-year-old has served just six years, and he's not due to be released from a minimum-security prison in Colorado until May 2024. The former governor's lawyers have not even formally asked for a pardon or commutation yet.

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Rod Blagojevich on Celebrity Apprentice - Episode 1

-- Defending his position, Trump noted that Blagojevich is a Democrat: “He's not my party. But I thought that he was treated unfairly.” Blagojevich is a Democrat, but so was Trump – until September 2009 [\[http://www.politifact.com/florida/statements/2015/aug/24/jeb...\]](http://www.politifact.com/florida/statements/2015/aug/24/jeb...) . Developing a Trump-branded hotel in Chicago at the time, the president donated \$5,000 to Blagojevich's 2002 campaign and another \$2,000 in 2007.

The two men have a personal history, though. Blagojevich was a contestant on “Celebrity Apprentice” in 2010 – after he was indicted but before he was convicted. “Governor, you have a hell of a lot of guts, I have to tell you that,” Trump told him on the first episode of the season. “I have friends where things have happened to them. They crawl into a corner. They die. You're out there punching! I respect that.”

Trump fired Blagojevich on the fourth episode [\[https://s2.washingtonpost.com/6afb93/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/6afb93/5b114e5bfe1ff64247dcc7...) . Soon, he may more than make it up to him.

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Patti Blagojevich on possible commutation of Rod's sentence

-- Patricia Blagojevich appeared last night on Fox News, the president's favorite channel, to effusively praise Trump and argue that the feds are now trying to do to him what they did to her husband. "These same people that did this to my family – that secretly taped us and twisted the facts and perverted the law – are trying to do the same thing ... but on a much larger scale. They're emboldened. They took down a governor and now they have their sights much higher."

The Wall Street Journal published an op-ed [<https://www.wsj.com/articles/im-in-prison-for-practicing-pol...>] on Monday from Rod Blagojevich that seemed like it was written for an audience of one, as well. "I'm in Prison for Practicing Politics," he wrote. "Some in the Justice Department and Federal Bureau of Investigation are abusing their power to criminalize the routine practices of politics and government. ... When they can't prove a crime, they create one."

-- Robert Grant, who headed the FBI's Chicago field office during the Blagojevich investigation, accused Trump of being motivated by spite and antipathy toward law enforcement. "It's so disheartening to think that the president of the United States would overturn the evidence heard by a judge and jury, all out of an animus toward Bob Mueller, James Comey and [former U.S. Attorney] Pat Fitzgerald," Grant, who is now retired, told Politico [<https://s2.washingtonpost.com/6afb95/5b114e5bfe1ff64247dccb7...>]. "Blagojevich got caught by wiretaps and microphones and he was engaging in a practice that we believed he was taking part in for quite awhile. ... I don't think anybody who listened to those tapes would think anything but it was an incredibly corrupt governor who was dealing with corrupt associates. ... When the framers of the Constitution framed that power, I don't think they envisioned this."

-- Republicans in the Illinois legislature were also taken aback by Trump's comments. "If ever there was a political crime, that was one of the most egregious – certainly in our state's history, if not the country's," state Sen. Jason Barickman (R-Bloomington) told the CBS Chicago affiliate.-- Pat Quinn, the lieutenant governor who took over as governor when Blagojevich was removed from office, emphasized that his predecessor has never taken any responsibility for his misconduct: "He did infinite harm to the government of Illinois," Quinn, a Democrat, told the New York Times [<https://s2.washingtonpost.com/6afb96/5b114e5bfe1ff64247dccb7...>]. "We had a lot of remedial work to do after he left, including passing strong ethics laws and campaign finance laws — he didn't do Illinois any good."

-- The Chicago Tribune Editorial Board [<http://www.chicagotribune.com/news/opinion/editorials/ct-edi...>] pleads with Trump this morning to leave Blagojevich in prison: "Presidents do have broad constitutional authority to commute sentences for federal crimes, and Blagojevich committed a lot of them. ... But in Illinois, where law-abiding citizens have seen four of their last 10 governors frog-marched to federal prison, the next crooked pols surely are thrilled to hear Trump blaviate. They'd love to go back to the long era of gentlemen's sentences for the unfortunates who get caught wallowing in the Illinois culture of political sleaze. We've never found joy in watching Blagojevich's family — the people he victimized most — plead for mercy. We have, though, concluded that the sentence he earned not only is fair. It's fair warning to other criminal pols here in Illinois, the State of Corruption."

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ARE COMPANIES PREPARED FOR CYBER ATTACK?

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Less than 50% of senior IT workers think so, while 68% say their boards aren't briefed on cybersecurity strategies. Learn what else we discovered in our cyber Megatrends study.

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Here's why Kim Kardashian met with Trump

-- Trump didn't just downplay the crimes Blagojevich was convicted of. The president said that he pardoned D'Souza because he deserved nothing more than "a quick, minor fine, like everybody else with the election stuff." D'Souza was sentenced in 2014 to five years of probation, including eight months living under supervision in a "community confinement center" and a \$30,000 fine.

"There are some campaign-finance violations that are trivial, or that might be explained away as oversights. This was not one of them," Paul Waldman explains on Plum Line [<https://s2.washingtonpost.com/6afb97/5b114e5bfe1ff64247dcc7...>] . "D'Souza knew very well he was breaking the law, and took steps to conceal his actions. He devised and carried out a scheme to violate election laws. Specifically, once he and his wife had given the legal limit in contributions to a friend running for Senate, he wanted to give more money but was prohibited by law from doing so. He then instructed his assistant and his mistress (yes, his mistress) to also give the legal limit, and reimbursed them for their contributions, concealing the true source of the money. That is not an oversight; it was willful fraud."

Don't forget: Michael Cohen, the president's personal attorney, is under investigation by federal prosecutors in New York for possible campaign-finance violations.

-- To be sure, Trump's support for leniency does not extend to his opponents [<https://s2.washingtonpost.com/6afb98/5b114e5bfe1ff64247dcc7...>] : He thought Hillary Clinton should be locked up for using a private email server. Before getting elected, the president often said in his stump speech that "no one is above the law."

-- Trump might also relish the chance to undo big wins by people he perceives to be his enemies. Preet Bharara prosecuted D'Souza as U.S. attorney for the Southern District of New York. Comey prosecuted Martha Stewart and devoted a chapter to the case in his memoir. Fitzgerald, one of Comey's best friends, prosecuted both Blagojevich and Scooter Libby, the former Dick Cheney chief of staff whom Trump recently pardoned. Trump fired Bharara and Comey last year. Both have emerged as vocal critics.

-- Trump's story about how the D'Souza pardon came to be doesn't add up. Philip Rucker, Josh Dawsey and John Wagner identify inconsistencies [<https://www.washingtonpost.com/politics/trump-offers-pardon-...>] in the president's version of events: "Earlier this spring, Sen. Ted Cruz (R-Tex.) brought up D'Souza's situation to Trump and personally lobbied him to consider a pardon, according to White House officials. The senator, who accompanied Trump to a political fundraiser Thursday in Houston, cheered the decision. Trump, however, told reporters that 'nobody asked me to do it' and claimed that he had never met D'Souza, although he said he has seen him on television. 'I called him last night, first time I've ever spoken to him,' Trump said.

"But Sam Nunberg, Trump's former political aide, recalled that D'Souza visited Trump at Trump Tower in New York in 2012, shortly before releasing his film, '2016: Obama's America,' which was based on his earlier book, 'The Roots of Obama's Rage.' Nunberg said that Trump agreed to help D'Souza promote the film. Trump sent three tweets about D'Souza's movie that August, including one calling it an 'amazing film.' A White House spokesman said he could not immediately square the conflicting accounts of whether Trump had previously met D'Souza."

-- Related: Trump has made at least 3,251 false or misleading claims during his 497 days in office, according to a new tabulation from The Washington Post's Fact Checker team [<https://s2.washingtonpost.com/6afb99/5b114e5bfe1ff64247dccb7...>]. That's an average of more than 6.5 claims a day.

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What Trump has said about pardons

-- Coming attractions: "A senior White House official said that as many as a dozen other pardons are under consideration by Trump, adding that most are likely to happen," per Phil, Josh and John [<https://www.washingtonpost.com/politics/trump-offers-pardon-...>]. "Traditionally, people seeking pardons apply through the Justice Department's Office of the Pardon Attorney, which reviews thousands of cases and advances some to the White House for the president's consideration. But Trump has used his clemency powers in a more haphazard way, spurred by personal connections or political calculations.

"Most of the pardons are impulsive, according to a person familiar with the process, and are driven by his 'seeing something on TV, reading something in a newspaper, hearing from a friend or someone lobbying him personally.' ... 'With Sheriff Joe [Arpaio], there was no process, no examination of exactly what did he do, what did he deserve?' said the person familiar with the process. 'Someone said this is a miscarriage of justice on Fox News. Trump liked Sheriff Joe. That was it.'

"Actor Sylvester Stallone personally lobbied Trump to grant a posthumous pardon to heavyweight boxing champion Jack Johnson, which the president did in May. And reality television star Kim Kardashian visited Trump in the Oval Office on Wednesday to ask for a pardon of Alice Marie Johnson, who is serving a life sentence for a drug-trafficking conviction.

"Roger Stone, a longtime Trump associate and his former political strategist, who has come under scrutiny by Mueller's team, said the president sent a clear message. 'It has to be a signal to Mike Flynn and Paul Manafort and even Robert S. Mueller III: Indict people for crimes that don't pertain to Russian collusion and this is what could happen,' Stone said. 'The special counsel has awesome powers, as you know, but the president has even more awesome powers.'"

Listen to James's quick summary [[https://s2.washingtonpost.com/5779/5b114e5bfe1ff64247dcc7a/...](https://s2.washingtonpost.com/5779/5b114e5bfe1ff64247dcc7a/)] of today's Big Idea and the headlines you need to know to start your day:

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WHILE YOU WERE SLEEPING:

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-- The U.S. unemployment rate dropped to 3.8 percent, with a higher than expected 223,000 jobs added in May. Heather Long reports [<https://s2.washingtonpost.com/6afb9c/5b114e5bfe1ff64247dcc7...>] : "In a highly unusual move, [Trump] tweeted Friday morning that he is 'looking forward to seeing the employment numbers.' Trump's tweet made many on Wall Street wonder if the number would be far higher than predicted. The U.S. unemployment rate has not been this low since 2000. Many economists predict it will fall even further this year, potentially dropping to 3.5 percent, which would be the lowest rate since 1969. Wage growth ticked up slightly to 2.7 percent over the past year. Presidents have typically received an advance look at the jobs report on Thursday evening, but they refrain from commenting on it until after it releases because they don't want to be seen as influencing the markets. A long-standing federal rule forbids government employees from commenting on the jobs numbers until an hour after the release, but Trump has ignored that rule before [<http://money.cnn.com/2017/08/04/news/economy/trump-jobs-tweet...>] ."

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Andrew McCabe and other witnesses testify before the U.S. Senate Select Committee on Intelligence. (Jahi Chikwendiu/The Washington Post)

-- Investigators from the D.C. U.S. Attorney's Office recently interviewed James Comey as part of a probe into Andrew McCabe, his former deputy — an indication that prosecutors are “seriously” considering whether McCabe should be charged with a crime. Matt Zapotosky reports

[<https://s2.washingtonpost.com/6afb9d/5b114e5bfe1ff64247dccb7...>] : “Justice Department Inspector General Michael E. Horowitz accused McCabe in April of misleading investigators and Comey four times — three of them under oath — about authorizing a disclosure to the media. Horowitz referred the findings to the D.C. U.S. Attorney's Office to determine whether criminal charges are warranted. Lying to federal investigators can carry a five-year prison sentence, though McCabe disputes that he intentionally misled anyone. Comey's interview, while significant, does not indicate prosecutors have reached any conclusions, and people familiar with the process said it is not surprising given the allegations McCabe faces. A referral from the inspector general does not guarantee charges will be filed.”

“The U.S. attorney's investigation into McCabe is likely to intensify partisan squabbling, pitting respected law enforcement leaders against one another and potentially giving Trump ammunition to attack ... McCabe asserts that Comey knew he authorized the media disclosure, and Comey claims otherwise. Comey has said he ‘could well be a witness’ against McCabe if McCabe were ever charged and tried.”

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Spain's Prime Minister Mariano Rajoy, right, shakes hands with socialist leader Pedro Sanchez after a motion of no confidence vote at the Spanish parliament in Madrid. (Pierre Phillipe Marcou/AP)

-- Spanish Prime Minister Mariano Rajoy was ousted from office due to corruption scandals. Pamela Rolfe and William Booth report [<https://s2.washingtonpost.com/6afb9e/5b114e5bfe1ff64247dccb7...>] : “He will be replaced by a leader of the opposition Socialist Party. The [no-confidence] vote was 180 to 169, with one abstention. Rajoy appeared in parliament Friday morning and in a brief speech said, ‘I will accept the decision.’ ... Spain's National Court handed down tough sentences last week to 29 individuals linked with [Rajoy's Popular Party], including elected officials and business leaders. The court ruled that the Popular Party benefited from wide-ranging, systematic use of kickbacks from contracts. The crimes ranged from fraud and tax evasion to money laundering.”

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Protesters and police clash on D.C. streets on the day of Trump's inauguration in January 2017. (Jahi Chikwendiu/The Washington Post)

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GET SMART FAST:

Federal prosecutors dropped charges against seven people charged with rioting during Trump's inauguration last year after a D.C. judge determined that the government “intentionally misrepresented” information and withheld evidence. (Keith L. Alexander [<https://s2.washingtonpost.com/6afb9f/5b114e5bfe1ff64247dccb7...>])

Nebraska is pushing to carry out the country's first execution using fentanyl. The state's attorney general has asked the Nebraska Supreme Court to allow the use of the powerful, synthetic painkiller in the execution of Carey

Dean Moore, first sentenced to death in 1980 for killing two Omaha cabdrivers. (Mark Berman [<https://s2.washingtonpost.com/6afba0/5b114e5bfe1ff64247dcc77...>])

Paramedics were initially denied access to wounding and dying students immediately following the Parkland, Fla., shooting, according to rescue official Michael McNally. McNally said the Broward Sheriff's Office captain in charge of the scene repeatedly told him she "would have to check" before allowing paramedics to enter the school. (Miami Herald [<http://www.miamiherald.com/news/local/community/broward/arti...>])

FDA officials still have not traced the source of the contaminated romaine lettuce that triggered a massive E. coli outbreak. The outbreak, which began more than seven weeks ago, sickened 172 people and sent romaine sales plunging by nearly 50 percent. Consumer and advocacy groups are now calling on the FDA to pass mandatory record-keeping requirements for "high-risk foods." (Caitlin Dewey [<https://s2.washingtonpost.com/6afba1/5b114e5bfe1ff64247dcc77...>])

A Goldman Sachs vice president has been charged with insider trading after he allegedly made more than \$130,000 by trading illegal information through a brokerage account of a friend living in South Korea. (Reuters [<https://s2.washingtonpost.com/6afba2/5b114e5bfe1ff64247dcc77...>])

New York Times reporter Glenn Thrush will be allowed to keep his six-figure book advance despite being dropped from the Random House deal after misconduct allegations surfaced against him. Thrush was originally supposed to co-author the book with colleague Maggie Haberman. (Paul Farhi [<https://www.washingtonpost.com/news/reliable-source/wp/2018/...>])

Karthik Nemmani, a 14-year-old from McKinney, Tex., won the 2018 Scripps National Spelling Bee. The winning word was "koinonia," a word with Greek roots meaning a spiritual communion. (Amy B Wang [<https://s2.washingtonpost.com/6afba3/5b114e5bfe1ff64247dcc77...>])

Usain Bolt lost one of his Olympic gold medals after one of his teammates was accused of doping, costing the superstar sprinter his perfect Olympic record. Nesta Carter was found to have a banned stimulant in his system when he participated in the men's 4x100 relay race at the 2008 Olympics. (Des Bieler [<https://s2.washingtonpost.com/6afba4/5b114e5bfe1ff64247dcc77...>])

A 64-year-old Cleveland man is suing U.S. Customs and Border protection after agents seized his life savings from a carry-on bag — and then never charged him with a crime. It's not against the law to carry large amounts of cash onto an airplane, but agents were operating under a controversial procedure known as civil asset forfeiture, which allows them to seize cash and property — even when those involved are never convicted or charged. (Christopher Ingraham [<https://www.washingtonpost.com/news/wonk/wp/2018/05/31/a-64-...>])

The family of a retired Marine colonel used his obituary to call out bad driving in the Washington area. A sentence from Col. Robert F. Gibson's obituary reads, "A native of Northern Virginia for the last 30 years of his life, he hated how all of you were incapable of driving competently." (NBC4 [<https://s2.washingtonpost.com/6afba5/5b114e5bfe1ff64247dcc77...>])

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Europe's Juncker slams U.S. tariffs: 'It's totally unacceptable'

THE TRADE WAR ESCALATES:

-- Trump imposed new tariffs on steel and aluminum against Canada, Mexico and the European Union — triggering retaliation from U.S. allies just hours before the economic penalties were slated to take effect. "The tariffs — 25

percent on steel and 10 percent on aluminum — [marked] a major escalation of the trade war between the U.S. and its allies,” David J. Lynch, Josh Dawsey and Damian Paletta report
[\[https://www.washingtonpost.com/business/economy/trump-impose...\]](https://www.washingtonpost.com/business/economy/trump-impose...) .

“In response, the E.U. said it would impose duties ‘on a number of imports from the United States,’ referring to a 10-page list of targets for retaliation it published in March ... European leaders also vowed to proceed with a complaint to the World Trade Organization. The Mexican government said it would levy import taxes on U.S. exports of [multiple products, including certain types of] steel ... And Canada levied a surtax on \$16.6 billion of American steel, aluminum and other products, as [Justin Trudeau] pronounced Trump’s claim to be protecting national security an ‘affront’ to Canadians who fought alongside American GIs from World War II to Afghanistan.”

“It’s unprecedented to have gone after so many U.S. allies ... and forcing them to retaliate,” said economist and trade policy author Douglas Irwin. “It’s hard to see how the U.S. is going to come out well from this whole exercise.”

Trump has said the tariffs are “necessary” to protect national security — but that claim was immediately disputed by leaders of the affected countries. “This is protectionism, pure and simple,” said Jean-Claude Juncker, president of the European Commission.

And some prominent Republicans also attacked the tariffs as “wrongheaded”: “This is dumb. Europe, Canada, and Mexico are not China, and you don’t treat allies the same way you treat opponents,” said Sen. Ben Sasse of Nebraska. “We’ve been down this road before — blanket protectionism is a big part of why America had a Great Depression. ‘Make America Great Again’ shouldn’t mean ‘Make America 1929 Again.’”

-- Trudeau said that months of intense NAFTA negotiations with the U.S. “imploded” after a phone call in which Mike Pence made an ultimatum requiring any deal to expire automatically in five years. Damian Paletta reports [\[https://s2.washingtonpost.com/6afba7/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afba7/5b114e5bfe1ff64247dccb7...) : “Trudeau said he was prepared to travel to Washington this week to try to finalize a rework of [NAFTA], but Pence ... said a meeting would occur only if the ‘sunset’ provision was agreed to in advance. ‘I had to highlight that there was no possibility of any Canadian prime minister signing a NAFTA deal that included a five-year sunset clause, and obviously the visit didn’t happen,’ Trudeau said[.] The sunset issue was one of several that the White House wanted ‘clarity’ on before any meeting took place ... Trudeau said [that] he felt the United States, Mexico and Canada were on the verge of a renegotiated NAFTA that he described as a ‘win, win, win’ before the talks stalled after the Pence phone call.”

-- Trump’s advisers have been privately fighting over trade policy, with the argument recently spilling into public view. From Politico’s Ben White, Andrew Restuccia and Nancy Cook [\[https://s2.washingtonpost.com/6afba8/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afba8/5b114e5bfe1ff64247dccb7...) : “The week began with a statement that the administration would move ahead with trade levies on China, just days after Treasury Secretary Steven Mnuchin said a trade war with the world’s second-largest economy was ‘on hold.’ Trump’s senior trade adviser Peter Navarro publicly rebuked Mnuchin’s statement on Wednesday, calling it an ‘unfortunate sound bite.’ One senior administration official said privately this week that Navarro’s public scolding of the Treasury secretary was a ‘firing-level offense’ but held out no hope that Trump would take any action. The result of the infighting is a trade policy that’s nearly impossible for anyone to understand or predict and which risks undermining Trump’s economic and stock market gains.”

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Pompeo: U.S. and North Korea moving in the right direction

NORTH KOREA:

-- As U.S. and North Korean officials continue efforts to revive the June 12 summit between Trump and Kim Jong Un, South Korea has taken a different tack — expressing interest in a three-way summit involving its own president, Moon Jae-in. Michelle Ye Hee Lee and John Hudson report

[<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>] : “South Korean officials insisted [the meeting] would only materialize if supported by Pyongyang and Washington. [Moon] has said he hopes for such a meeting, which perhaps could take place immediately after the scheduled [Trump-Kim meeting]. A meeting of the three countries’ leaders could provide an opening for Moon to advance a long sought goal: a peace accord that formally ends the Korean War. Political allies and experts say Moon’s government views such a declaration as an incentive to North Korea to agree to denuclearization, and it’s a personal issue to Moon, the son of North Korean refugees[.]

“But the Trump administration is currently divided on whether agreeing to a peace treaty at the outset of the talks would give away a significant concession too early in the negotiations ... The concerns could create a potential rift with Seoul, which wants to remain involved in the negotiations in the long term but doesn’t want to be seen as inserting itself improperly too early.”

One Trump official said both Moon and Japanese Prime Minister Shinzo Abe had been “eager” to play a role in the talks, but that the U.S. goal was to keep the initial summit limited to just Trump and Kim. “‘The president is trying to keep them at arm’s length,’ the official said ... [Trump’s] theory is that he can better build rapport with Kim and offer him the reassurance he needs in a one-on-one negotiation.”

-- Secretary of State Mike Pompeo expressed optimism about salvaging the Trump-Kim summit, which he described as a “once in a lifetime opportunity.” Carol Morello and Anne Gearan report [<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>] : “Following two days of talks with Kim’s right-hand aide, Vice Chairman Kim Yong Chol, Pompeo spoke as though the summit Trump had canceled last week was likely to be reinstated, but still framed it as an ‘expected’ first meeting. ‘Our two countries face a pivotal moment,’ to work for peace, Pompeo told reporters after the unusual sit-down sessions with an official banned from traveling to the United States without a special waiver. ‘It would be nothing short of tragic to let this opportunity to go waste,’ Pompeo said. Kim Yong Chol will travel to Washington on Friday to deliver a ‘personal letter’ from Kim Jong Un, Pompeo said, adding that he does not know whether that means a formal announcement is likely Friday that the summit is back on.”

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Russian Foreign Minister Sergey Lavrov meets with Kim Jong Un in Pyongyang. (KCNA/Reuters)

-- Russian Foreign Minister Sergey Lavrov met with Kim in Pyongyang as Moscow seeks to expand its influence on the peninsula. CNN’s Steve George reports [<https://www.cnn.com/2018/05/31/asia/sergey-lavrov-north-kore...>] : “... Lavrov called for the phased lifting of sanctions on North Korea, suggesting that denuclearization would only be achievable if sanctions were scaled back. ‘As we start discussions on how to resolve the nuclear problem on the Korean Peninsula, it is understood that the solution cannot be comprehensive without the lifting of sanctions,’ Lavrov said.”

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Syrian President Bashar al-Assad speaks during an interview with a Syrian news agency. (SANA/AP)

THE NEW WORLD ORDER:

-- Syrian President Bashar al-Assad threatened to expel U.S. troops from northeastern Syria by force, saying the United States should “heed the lessons of Iraq” and extract itself as his government seeks to reassert control in the area. “[We] are going to resort to liberating the area by force, with the Americans or without the Americans,” Assad said, adding, “The Americans should leave somehow. They are going to leave.” (Liz Sly [<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>])

-- Italian leaders reached an agreement on forming a government, which could avert an E.U. crisis. Stefano Pitrelli and Griff Witte report [<https://s2.washingtonpost.com/6afbac/5b114e5bfe1ff64247dccb7...>] : “[N]egotiations Wednesday and Thursday yielded an unexpected breakthrough, culminating in a presidential announcement late Thursday night that the country’s new government will be sworn in Friday. The anti-establishment Five Star Movement and the far-right League will govern together, forming the first purely populist coalition to lead a core Western European country since the creation of the European Union. And they will get their preferred prime minister, the little-known law professor Giuseppe Conte.”

-- Hungary’s parliament is considering legislation that would target and punish individuals who provide help to undocumented immigrants. Under the “Stop Soros” bill — named after Hungarian-American philanthropist George Soros — offenders could be sentenced to up to a year in prison for providing aid or protection for undocumented peoples. (Siobhán O’Grady [<https://www.washingtonpost.com/news/worldviews/wp/2018/05/30...>])

-- The Danish parliament voted to approve a so-called “Burqa ban” — effectively outlawing both the burqa and the niqab, and subjecting offenders to fines of more than \$1,000. An earlier version of the bill included an amendment that allowed violators to be jailed, but the provision was later removed. (NPR [<https://s2.washingtonpost.com/6afbad/5b114e5bfe1ff64247dccb7...>])

-- The United Nations said Mexico’s security forces are likely behind the disappearances of 23 people in the border city of Nuevo Laredo, blaming authorities for “arbitrarily detaining” victims — some as young as 14 — who were plucked from the streets. In a statement, the United Nations also reported that the Mexican government has made little progress locating the vanished residents, “despite ample information and evidence,” and added that “several witnesses have been subjected to threats.” (Joshua Partlow [<https://s2.washingtonpost.com/6afbae/5b114e5bfe1ff64247dccb7...>])

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EPA Administrator Scott Pruitt testifies before a Senate Appropriations subcommittee hearing. (Al Drago/Reuters)

TRUMP'S AGENDA:

-- Three Senate Democrats want the EPA inspector general to probe whether Scott Pruitt received an improper gift when an aide assisted him in a housing search. Juliet Eilperin and Brady Dennis report [<https://www.washingtonpost.com/news/energy-environment/wp/20...>] : The senators cite “new emails that show the staffer corresponded with a real estate agent during office hours on her agency email account. The new emails, attached to a letter written by Sens. Tom Udall (N.M.), Thomas R. Carper (Del.) and Sheldon Whitehouse (R.I.), detail how EPA director of scheduling and advance Millan Hupp worked with a private real estate agent in the summer to locate an apartment for Pruitt and his wife. ... The lawmakers cite three different provisions in the federal government’s Code of Federal Regulation, including requirements that employees ‘use official time to perform their official duties’; that employees cannot use his or her official position ‘to coerce or induce anyone, including a subordinate’ to provide ‘any benefit’; and that employees cannot give a superior ‘a gift,’ which can include services.”

-- Companies took the first steps to drill for oil next winter in the Arctic National Wildlife Refuge since Congress voted last year to open the pristine wilderness to petroleum exploration. Steven Mufson and Juliet Eilperin report [<https://s2.washingtonpost.com/6afba9/5b114e5bfe1ff64247dccb7...>] : “But while [Trump], congressional Republicans, the oil industry and Alaskan leaders have been pushing hard to develop the refuge ... the Interior Department’s initial response to the consortium’s permit application was scathing ... the exchange over the permit highlights the difficulties of bringing to fruition a signature energy project of Trump and his fellow Republicans. ... The oil services firm and project operator SAExploration said that ‘this partnership is dedicated to minimizing the effect of our operations on the environment.’ It said it would deploy sleds, smaller vehicles and biodegradable lubricants, and would construct ice roads. But the proposal for seismic work included two 150-strong teams of workers, airstrips, giant sleds and explosives to search for and map underground oil or natural gas reserves.”

-- The largest union representing federal workers sued the administration over a new executive order limiting the time employees can spend on union activity. Lisa Rein reports

[<https://s2.washingtonpost.com/6afbb0/5b114e5bfe1ff64247dccb7...>] : “The lawsuit filed in U.S. District Court for the District by the American Federation of Government Employees ratchets up labor-management tensions that have simmered at federal agencies since [Trump] took office. ... The restriction on what is known as ‘official time’ — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. ... AFGE, which represents about 700,000 federal workers, argues in its lawsuit that the Trump administration has violated the union’s right to freedom of association, guaranteed by the First Amendment. The lawsuit claims the administration has singled out labor organizations for disparate treatment.”

-- Trump met with the family members of the Santa Fe shooting victims in Texas. The AP’s Jonathan Lemire reports [<https://apnews.com/2c09cdab0af94a9c833cbcaca9c39c7d?wpm=1&a...>] : “Rhonda Hart, whose 14-year-old daughter, Kimberly Vaughan, was killed at the school, [said] that Trump repeatedly used the word ‘wacky’ to describe the shooter and the trench coat he wore. She said she told Trump, ‘Maybe if everyone had access to mental health care, we wouldn’t be in the situation.’ Hart, an Army veteran, said she also suggested employing veterans as sentinels in schools. She said Trump responded, ‘And arm them?’ She replied, ‘No,’ but said Trump ‘kept mentioning’ arming classroom teachers. ‘It was like talking to a toddler,’ Hart said.”

-- The Trump administration opening the door to Medicaid work requirements eased the passage of Medicaid expansion in Virginia, Amy Goldstein and Laura Vozzella write [<https://s2.washingtonpost.com/6afbb1/5b114e5bfe1ff64247dccb7...>] : “Three of four Republican state senators who defected from their caucus’s long-held opposition to expanding Medicaid cited the fact that the Trump administration is allowing states to impose work requirements for the first time in the half-century history of this central piece of the nation’s social safety net. ... Under the bill, expected to be signed into law next week by Gov. Ralph Northam (D), Virginia’s Department of Medical Assistance must apply within 150 days for federal permission to join a growing number of states that are compelling able-bodied adults to work, prepare for a job or volunteer to qualify for Medicaid.”

-- Daniel Jorjani, the Interior Department’s principal deputy solicitor, has played a key role in advancing Trump’s agenda at the agency, newly obtained records show. From Juliet Eilperin and Dino Grandoni [<https://s2.washingtonpost.com/6afbb2/5b114e5bfe1ff64247dccb7...>] : “In April 2017, pesticide industry officials were eager to meet with [Jorjani] about a provision in the Endangered Species Act they viewed as time-consuming and complex. Representatives from the agrochemical trade association CropLife America and an affiliate, Responsible Industry for a Sound Environment (RISE), questioned the requirement that the Environmental Protection Agency consult with the two other agencies managing endangered species — Interior’s Fish and Wildlife Service and the Commerce Department’s National Marine Fisheries Service — before licensing pesticides. The industry groups appeared pleased with the reception [Jorjani] gave them ... In January, the Trump administration formed an interagency working group to review the policy.”

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Samantha Bee attends the Turner Networks 2018 Upfront at One Penn Plaza in New York. (Evan Agostini/Invision/AP)

TRUMP’S AMERICA:

-- Samantha Bee apologized for using a vulgar term to refer to Ivanka Trump on her late-night show. Bee said of the White House adviser on her show, “Do something about your dad’s immigration practices, you feckless c---. He listens to you.” “I would like to sincerely apologize to Ivanka Trump and to my viewers for using an expletive on my show to describe her last night,” Bee later said in a statement to The Post. “It was inappropriate and inexcusable. I crossed a line, and I deeply regret it.” The comment also triggered an apology from Bee’s network, TBS. Sonia Rao reports [<https://www.washingtonpost.com/news/reliable-source/wp/2018/...>] : “The video of the segment was taken down from YouTube and Facebook. As of early Thursday evening, Autotrader, an online marketplace for cars, and State Farm stated that they would be suspending their respective sponsorships of the TBS show. A number of Twitter users equated Bee’s words with Roseanne Barr’s racist tweet about former Obama adviser Valerie Jarrett that eventually led to the cancellation of her ABC series.”

-- The White House condemned Bee’s comment, adding the “collective silence by the left and its media allies” was

“appalling.” “The language used by Samantha Bee last night is vile and vicious,” White House press secretary Sarah Huckabee Sanders said in a statement prior to Bee’s public apology. “Her disgusting comments and show are not fit for broadcast, and executives at Time Warner and TBS must demonstrate that such explicit profanity about female members of this administration will not be condoned on its network.” (Sonia Rao [\[https://s2.washingtonpost.com/6afbb3/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb3/5b114e5bfe1ff64247dccb7...))

-- “Bee’s slur crossed into coarser territory and raised, again, a question that liberals from pop culture to politics have not yet resolved in the Trump presidency: the high road or the low road?” Callum Borchers writes [\[https://s2.washingtonpost.com/6afbb4/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb4/5b114e5bfe1ff64247dccb7...) . “In a polarizing and at-times-profane stand-up routine at the White House correspondents’ dinner last month, comedian Michelle Wolf quipped that she would have dragged the absent president to the event, ‘but it turns out the president of the United States is the one p---y you’re not allowed to grab.’ As some in the crowd groaned, Wolf responded, ‘He said it first. Yeah, he did. Do you remember?’ Everyone remembers. But not everyone agrees that ‘he said it first’ is an excuse to emulate crassness.”

-- Trump called for Bee’s firing this morning:

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Trailer: ‘The Trump Prophecy’

-- The evangelical Liberty University is making a movie entitled “The Trump Prophecy” exploring whether God played a role in Trump’s victory. Lauren Markoe writes [\[https://s2.washingtonpost.com/6afbb6/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb6/5b114e5bfe1ff64247dccb7...) : “The film, which will be released in 1,200 theaters this fall, is Liberty’s largest production to date, and it pairs the university with an independent Christian filmmaker who raised \$1 million for the project — a sum its director says could double with postproduction and distribution costs. Those who share Liberty President Jerry Falwell Jr.’s belief that Trump is a ‘dream’ president for evangelicals will probably make up a large part of the target audience — conservatives 55 and older. But others — including many evangelicals — call the project anti-Christian for what they see as its implicit endorsement of a president who fosters attitudes and policies toward immigrants, minorities and the poor that they think contradict Jesus’ teaching to prioritize the marginalized.”

-- “In a Georgia town, nine people explain their frustration and optimism on immigration,” by Jenna Johnson [\[https://www.washingtonpost.com/politics/in-a-georgia-town-10...\]](https://www.washingtonpost.com/politics/in-a-georgia-town-10...) : “Gainesville, about 50 miles northeast of Atlanta, has long been a destination for immigrants seeking work at poultry processing plants, construction sites and factories. More than 40 percent of the city’s 40,000 residents are Hispanic, and one in four was born in another country, according to the latest U.S. Census estimates. Some of the immigrants who call Gainesville home are in the country illegally. The city is also a conservative bastion. It is located in a county where [Trump] won 70 percent of the vote in 2016. ... [The Post] traveled to Gainesville and asked dozens of locals how they would change the nation’s immigration system if they could.”

-- Rep. Keith Ellison (D-Minn.) has decided to boycott the NFL following its policy change on players’ national anthem protests. From Adam Kilgore [\[https://s2.washingtonpost.com/6afbb7/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb7/5b114e5bfe1ff64247dccb7...) : “[I]n trying to appease Trump and fans angry at protesting players, the league may have shifted unrest, more than eliminated it. On Twitter over the past week, the phrase #NFLBoycott has seen steady use. How much those tweeters will stay away, or how much NFL they watched in the first place, is unknowable. But as Ellison shows, some will stay away.”

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Georgia Democratic gubernatorial candidates and former state representatives Stacey Abrams, left, and Stacey

Evans get ready to debate in Atlanta. (John Amis/AP)

THE MIDTERMS:

-- Gun violence continues to deepen political divisions — but maybe not for the expected reasons, according to a new Post analysis examining gun deaths across the country. Andrew Van Dam [<https://s2.washingtonpost.com/6afbb8/5b114e5bfe1ff64247dccb7...>] reports: “A distinct pattern emerged: In Democratic regions of the country, which tend to be cities, people are more likely to be murdered with a gun than they are to shoot themselves to death. In regions of the country won by Republicans, which tend to be rural areas and small towns, the opposite is true — people are more likely to shoot themselves to death than they are to be murdered with a gun. This pattern ... could partially explain differing partisan views on the issue of gun control, experts say, though they added more analysis would be necessary to prove a direct link. In the most Democratic regions, gun violence is more often committed against another, crimes that probably generate more news coverage and fear. In the most Republican areas, it is more often committed against oneself, suicides that may not attract as much attention.”

-- The leading Democrat in New Mexico’s gubernatorial race, Rep. Michelle Lujan Grisham, profited from the state’s use of high-risk insurance plans, which critics say should have been outlawed under Obamacare. New Mexico holds its primary elections on Tuesday. Politico’s Rachana Pradhan reports [<https://www.politico.com/story/2018/05/30/lujan-grisham-new-...>] : “As most states were shuttering their subsidized health-insurance programs for people with pre-existing conditions because they could get coverage through Obamacare, a firm, [Delta Consulting Group], co-founded by Lujan Grisham and a close political ally received millions of dollars to run New Mexico’s program, even as she served in Congress. The state’s high risk pool is still open even though its premiums are higher on average than Obamacare — 10 percent higher this year ... It also continued despite efforts by New Mexico Republicans to curtail the program.”

-- “Teachers Find Public Support as Campaign for Higher Pay Goes to Voters,” by the New York Times’s Dana Goldstein and Ben Casselman [<https://s2.washingtonpost.com/6afbb9/5b114e5bfe1ff64247dccb7...>] : “A survey conducted in early May ... found that nearly three in four adults — 71 percent — considered teacher pay too low, while just 6 percent felt it was too high. And two-thirds said they supported increasing the salaries of public-school teachers even if it meant raising taxes. Backing for teachers cut across demographic, regional and partisan lines. Even a majority of Republicans — 56 percent — said they would favor raising taxes to increase teachers’ pay ... The teacher walkouts began in deep-red states such as West Virginia and Oklahoma, where teacher pay has tended to be lower than in other states, and spread quickly to Kentucky, Arizona, Colorado and North Carolina, racking up a list of concessions from conservative lawmakers. The movement has the potential to influence congressional, gubernatorial and state legislative races, and could catch fire in additional states when the new school year begins.”

-- Nathan Larson, an independent congressional candidate in Virginia, admitted to being a pedophile. HuffPost’s Jesselyn Cook and Andy Campbell report [<https://s2.washingtonpost.com/6afbba/5b114e5bfe1ff64247dccb7...>] : “In a phone call, Larson confirmed that he created the now-defunct websites suiped.org and incelocalypse.today — chat rooms that served as gathering places for pedophiles and violence-minded misogynists like himself. ... On the phone, he was open about his pedophilia and seemingly unfazed about his long odds of attaining government office. ‘A lot of people are tired of political correctness and being constrained by it,’ he said. ‘People prefer when there’s an outsider who doesn’t have anything to lose and is willing to say what’s on a lot of people’s minds.’ When asked whether he’s a pedophile or just writes about pedophilia, he said, ‘It’s a mix of both. When people go over the top there’s a grain of truth to what they say.’”

-- At least eight white nationalists are running for federal office this year, according to the Southern Poverty Law Center. (MSNBC reached out to them. [<https://www.msnbc.com/hallie-jackson/watch/at-least-8-white-...>])

-- The surge in female candidates this midterm season means many women facing off against each other in key contests. Kayla Epstein reports [<https://s2.washingtonpost.com/6afbbb/5b114e5bfe1ff64247dccb7...>] : “Dozens of such contests already have been held that elevate one woman and disappoint another, a reckoning that resumes June 5, when eight states hold primaries. ... Some women running against other women said they found this new dynamic liberating in a cycle where Democrats have made clear at the ballot box that they want to send a woman to Congress, where men still outnumber women 5 to 1. ... [T]he female faceoffs also can force voters to look beyond gender, to the issues.”

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Jared Kushner speaks in the East Room of the White House. (Susan Walsh/AP)

THERE'S A BEAR IN THE WOODS:

-- Rick Gerson, a close friend of Jared Kushner's, has caught Mueller's attention for his proximity to controversial meetings. NBC News's Carol E. Lee and Julia Ainsley report [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dccb7...>] : "Gerson, a hedge-fund manager in New York, was in the Seychelles in January 2017, less than two weeks before [Trump's] inauguration and around the time Trump associate Erik Prince secretly met with Russian and United Arab Emirates officials, including Crown Prince Mohamed bin Zayed al-Nahyan of Abu Dhabi, four [sources] said. While in the remote Indian Ocean island nation, Gerson met with Prince Mohammed — also known by his initials as MBZ — and communicated with a Lebanese-American businessman with close ties to the UAE, George Nader, who had organized the Erik Prince meeting ... Gerson had met Nader just weeks earlier when Trump officials, including Kushner, gathered for a secret meeting with MBZ at a Four Seasons hotel in New York ... "

-- Months before Trump launched a full-scale attack on FBI source Stefan Halper as a "spy" who infiltrated his 2016 campaign, the White House publicly touted him as a supporter of Trump's trade agenda. Politico's Kyle Cheney reports [<https://www.politico.com/story/2018/05/31/stefan-halper-whit...>] : "In a White House press release from August 14, 2017, titled 'Praise for President Donald J. Trump's Memorandum on Chinese Trade Practices,' Halper is a featured voice in support of Trump's call for an investigation of China's theft of intellectual property ... Halper — identified as a professor from the University of Cambridge — issued a glowing assessment of Trump's decision. It's unclear how Halper ... came to be included among the academics and policy experts on the list. But his inclusion on the list came just two weeks after an email exchange with one of the Trump campaign officials he had reportedly contacted in his role as an informant: Carter Page."

-- A Justice Department report revealed Mueller's investigation has cost nearly \$17 million so far. From NPR's Carrie Johnson [<https://s2.washingtonpost.com/6afbbd/5b114e5bfe1ff64247dccb7...>] : "Mueller's team of prosecutors and FBI special agents has spent by far the most money on covering salaries, followed by rent and information technology services, the statement of expenditures says."

-- Trump commented on the cost of Mueller's investigation this morning:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbde/5b114e5bfe1ff64247dccb7...>]

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Michael Cohen (AP Photo/Seth Wenig)

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-- NPR released audio of Michael Cohen's legal threats against political journalist Tim Mak [<https://s2.washingtonpost.com/6afbbf/5b114e5bfe1ff64247dccb7...>] during the 2016 campaign — which were made in an effort to halt his reporting on Trump and Ivana's divorce proceedings. While working at the Daily Beast

in 2015, Mak reported on Ivana Trump's since-retracted rape allegation against her then-husband. Cohen called Mak to try to quash the story, threatening the reporter and making the false claim that spousal rape is not illegal.”

Quote du jour: “Mark my words for it, I will make sure that you and I meet one day over in the courthouse and I will take you for every penny you still don't have, and I will come after your Daily Beast and everybody else that you possibly know,” Cohen said, according to a copy of the transcript. “[So] I'm warning you, tread very [expletive] lightly because what I'm going to do to you is going to be [expletive] disgusting. Do you understand me? Don't think you can hide behind your pen because it's not going to happen.” (Read the full transcript here [\[https://s2.washingtonpost.com/6afbc0/5b114e5bfe1ff64247dccb7...\] .](https://s2.washingtonpost.com/6afbc0/5b114e5bfe1ff64247dccb7...))

-- Stormy Daniels's lawyer sought assistance from top Democratic operatives in his legal fight against Trump. The New York Times's Kenneth P. Vogel reports [\[https://www.nytimes.com/2018/06/01/us/politics/michael-avena...\]](https://www.nytimes.com/2018/06/01/us/politics/michael-avena...) : “[Michael] Avenatti contacted an official in the network of liberal groups led by David Brock, while someone associated with Mr. Avenatti's law firm was in touch with two people connected to major Democratic donors, according to people familiar with the conversations. But the discussions do not appear to have led to any financial help ... Mr. Brock's groups decided not to donate to the efforts because they saw little value in spending money on a legal fight that was largely being waged in the news media, especially given Mr. Avenatti's penchant for attracting press coverage, according to two Democratic political operatives familiar with the discussions. ... The solicitations call into question Mr. Avenatti's insistence that he and Ms. Clifford have never actively sought to raise money from major political donors because ‘we will not allow this to be politicized.’”

SOCIAL MEDIA SPEED READ:

D'Souza reacted to his pardon:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc1/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc1/5b114e5bfe1ff64247dccb7...)

Bharara responded:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc2/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc2/5b114e5bfe1ff64247dccb7...)

Sen. Ted Cruz (R-Tex.) applauded Trump's decision:

[IMG \[mobile-expanding\]](#) [\[https://twitter.com/tedcruz/status/1002181080349380608?wpm=...\]](https://twitter.com/tedcruz/status/1002181080349380608?wpm=...)

D'Souza's wife thanked Cruz:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc3/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc3/5b114e5bfe1ff64247dccb7...)

From a former U.S. attorney in Birmingham:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc4/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc4/5b114e5bfe1ff64247dccb7...)

From a constitutional law professor at Harvard:

IMG [mobile-expanding] [<https://twitter.com/tribelaw/status/1002183500005543936?wpm...>]

From the editor at large of the Weekly Standard and a veteran of the Bush 41 White House:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc5/5b114e5bfe1ff64247dcc7...>]

A Wall Street Journal reporter:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc6/5b114e5bfe1ff64247dcc7...>]

From an NBC News reporter:

IMG [mobile-expanding] [<https://twitter.com/BenjiSarlin/status/1002189956524183552/?...>]

Here's one example:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc7/5b114e5bfe1ff64247dcc7...>]

From a CNBC reporter:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc8/5b114e5bfe1ff64247dcc7...>]

From a USA Today reporter:

IMG [mobile-expanding] [<https://twitter.com/bradheath/status/1002181265452236801?wpm...>]

From a conservative writer:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc9/5b114e5bfe1ff64247dcc7...>]

From a CNN commentator who worked in Bill Clinton's White House:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbca/5b114e5bfe1ff64247dcc7...>]

Republican senators criticized Trump's decision on steel tariffs:

IMG [mobile-expanding] [<https://twitter.com/SenToomey/status/1002196408282374150/?wp...>]

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

From Politico's Capitol bureau chief:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

Hillary Clinton called on the administration to boost its hurricane preparedness:

IMG [mobile-expanding] [<https://twitter.com/hillaryclinton/status/100224808178046156...>]

Rep. Maxine Waters (D-Calif.) went after Rudy Giuliani:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

A Post reporter noted this change in Trump's National Ocean Month proclamation:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbce/5b114e5bfe1ff64247dccb7...>]

Donald Trump Jr. claimed a "double standard" after Samantha Bee's comments about Ivanka Trump:

IMG [mobile-expanding] [<https://twitter.com/donaldjtrumpjr/status/100223135987891404...>]

From an NBC News anchor:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

Roseanne Barr appeared to reference the controversy:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

From the former chief strategist for George W. Bush's 2004 campaign:

IMG [mobile-expanding] [<https://twitter.com/matthewjdowd/status/1002309669925384193?...>]

A former economic adviser to Bill Clinton and Obama replied to Dowd's tweet:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd1/5b114e5bfe1ff64247dccb7...>]

From a CNN host:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd2/5b114e5bfe1ff64247dccb7...>]

The publisher of the Federalist offered this throwback:

IMG [mobile-expanding] [<https://twitter.com/bdomenech/status/1002272564918484992?wpm...>]

Ivanka Trump highlighted a sweet moment between her father and a young boy at a bill signing:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd3/5b114e5bfe1ff64247dccb7...>]

Meghan McCain returned home as her father battles cancer:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd4/5b114e5bfe1ff64247dccb7...>]

Cindy McCain commented on reports of how unaccompanied migrant children are being handled by the U.S. government:

IMG [mobile-expanding] [<https://twitter.com/cindymccain/status/1002269833747054592/?...>]

Ken Bennett, who is challenging Arizona Gov. Doug Ducey in the Republican gubernatorial primary, tweeted this:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd5/5b114e5bfe1ff64247dccb7...>]

Shooting has begun for “Top Gun 2”:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd6/5b114e5bfe1ff64247dccb7...>]

GOOD READS:

-- “How spies can use your cellphone to find you — and eavesdrop on your calls and texts too,
[<http://www.washingtonpost.com/business/technology/how-spies-...>] ” by Craig Timberg: “Surveillance systems

that track the locations of cellphone users and spy on their calls, texts and data streams are being turned against Americans ... Federal officials acknowledged the privacy risk to Americans in a previously undisclosed letter from [DHS] to Sen. Ron Wyden (D-Ore.) last week, saying they had received reports that ‘nefarious actors may have exploited’ global cellular networks ‘to target the communications of American citizens.’ The letter ... described surveillance systems that tap into a global messaging system that allows cellular customers to move from network to network as they travel.”

-- “The reach of Lin-Manuel Miranda [<https://s2.washingtonpost.com/6afbd7/5b114e5bfe1ff64247dccb7...>],” by Peter Marks: “[Lin-Manuel Miranda] comes across as an impeccable prospect for charming the electorate: affable, knowledgeable, photogenic; devoted to family, impossibly in-demand and ridiculously amenable to interacting with his huge fan base. With his ever more aggressive use of the platform he’s been given to promote causes he believes in — like the March for Our Lives and relief for hurricane-pummeled Puerto Rico — the questions about ambitions that might take him far afield of Broadway and Hollywood don’t seem so far-fetched. As he puts it himself: ‘I’m a private citizen with a big megaphone.’ [But Miranda] is begging you. Don’t bug him about running for office.” “Please don’t make me be in politics,” he says. “I’m asked all the time. And I say, ‘Please, no, please, don’t make me, please let me write songs.’ Listen, my dad’s in politics. If you were the butcher’s son, you’d be a little like, ‘I don’t need a steak for dinner,’ you know what I mean? I’m the butcher’s son.”

-- New Yorker, “Marco Rubio’s Reboot for the Trump Era [<https://s2.washingtonpost.com/6afbd8/5b114e5bfe1ff64247dccb7...>],” by Susan B. Glasser: “Rubio is a more interesting senatorial case study than most, especially because he is young enough—he just turned forty-seven this week—to envision a long political future after Trump, and already Rubio has spent much of the time since his devastating 2016 loss thinking about how to retool his message for today’s angrier era of politics. That reboot—The Economist recently called it ‘Marco’s makeover’—suggests how Rubio and other Republican establishment types may soon be trying to woo the unsettled voters who opted for Trumpian disruption over the Party’s old orthodoxies.”

-- New York Times, “‘I Don’t Feel Superhuman. I Feel Like a Mom Who Has a Career,’ [<https://www.nytimes.com/2018/05/31/technology/government-mom...>],” by Cecilia Kang: “For the next several weeks, until Pippa goes to day care as a slightly older baby, she will join [Rebecca] Slaughter on the fifth floor, either in a gray bouncy seat behind a desk or nestled in a wrap attached to her mother’s chest. It was the imperfect but best solution for Ms. Slaughter, whose appointment in March to serve as an F.T.C. commissioner just happened to coincide with the birth of her third child.”

-- The Oregonian, “‘The world is so cruel’: MAX train attack witnesses grieve, heal, rage on anniversary [<https://s2.washingtonpost.com/6afbd9/5b114e5bfe1ff64247dccb7...>],” by Andrew Theen And Shane Dixon Kavanaugh: “One year ago, a brazen attack shook this city to its core. Horror played out aboard a rush hour MAX train as it pulled into the Hollywood Transit Center. It was TriMet’s worst day, and one of Portland’s darkest. The immediate aftermath prompted soul searching from a shaken community. Most of the story is well-known. There were the three strangers brutally stabbed. There were the two teenage girls they sought to shield from one man’s racist rant. There was the suspected killer who had spewed hate before he began to slash. But some 113 people were on the train that day. ... Eleven transit riders or passersby sat down for interviews with The Oregonian/OregonLive about the lasting impacts of the tragedy.”

HOT ON THE LEFT:

“ICE Deports Uncle Of Kids Recently Orphaned After Parents Died Fleeing Immigration Officers,” from HuffPost [<https://s2.washingtonpost.com/6afbda/5b114e5bfe1ff64247dccb7...>] : “[ICE] detained and quickly deported an undocumented man on Wednesday, leaving behind his four children as well as his six nieces and nephews who were recently orphaned when their parents got into a car crash fleeing ICE. ... On March 13, ICE agents went looking for Hilario Garcia, [an undocumented immigrant with a criminal record], and instead followed another man who fit his description: his brother, [who] was in the car with his wife ... The two sped to get away from ICE, then veered off the road and crashed their car. Both of them died at the scene. The immigrant and farmworker communities in the majority-Latino city were outraged after the deaths ... Some residents said they were afraid of leaving their homes

after what happened.” By the end of the day, ICE had also deported the surviving brother, Hilario Garcia, back to Mexico.

HOT ON THE RIGHT:

“Joy Reid’s Blog Published A Photoshopped Image Of John McCain As The Virginia Tech Shooter,” from BuzzFeed News [<http://www.buzzfeed.com/josephbernstein/joy-reids-blog-publi...>] : “MSNBC host Joy Reid’s now-defunct blog published an image of Sen. John McCain’s head photoshopped onto the body of Virginia Tech shooter Seung-Hui Cho, according to a newly discovered post reviewed by BuzzFeed News. The October 2007 post, titled ‘Baghdad John Strikes Again,’ discusses the infamous claim from McCain, then the GOP presidential nominee, that he would ‘follow Osama bin Laden to the gates of hell.’ The image appears at the end of the post, which was apparently penned by Reid. ... It’s unclear from the post if the photoshopped image was created by Reid, shared by her from another source, or inserted by a hacker. Reverse image searches of the photo on Google and TinEye yielded no previously published matches elsewhere.”

DAYBOOK:

Trump will participate in the U.S. Coast Guard Change-of-Command Ceremony at the service’s headquarters this morning. He will later meet with Mike Pompeo before departing for Camp David.

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dccb7...>]

Boehner: ‘There is no Republican Party. There’s a Trump party.’

QUOTE OF THE DAY:

“There is no Republican Party. There’s a Trump Party. The Republican Party is kinda taking a nap somewhere.” — Former GOP House speaker John Boehner, speaking at a policy conference in Michigan. (Amber Phillips [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dccb7...>])

NEWS YOU CAN USE IF YOU LIVE IN D.C.:

-- The chance of heavy rainfall continues today and through the weekend in D.C. The Capital Weather Gang forecasts [<https://www.washingtonpost.com/news/capital-weather-gang/wp/...>] : “High temperatures in the upper 80s to low 90s seem possible. Somewhat refreshing (if you try!) southwesterly breezes are possible later in the day, as scattered showers and (strong?) thunderstorms begin to pop. We could see rain as soon as around noon, but

chances increase as we get closer toward sunset. We still have a flood risk as well, so if your neighborhood sees a heavy downpour, please be careful and do not cross anything covered in water.”

-- The Nationals lost to the Braves 4-2, ending Washington’s brief hold atop the National League East standings. (Chelsea Janes [<https://s2.washingtonpost.com/6afb5d/5b114e5bfe1ff64247dccb7...>])

-- A judge denied Democratic gubernatorial candidate Valerie Ervin’s request to block the Maryland State Board of Elections from using the ballots originally printed for this month’s primary. Arelis R. Hernández reports [<https://s2.washingtonpost.com/6afbde/5b114e5bfe1ff64247dccb7...>] : “Judge Laura Sue Kiessling scheduled a hearing for Monday on whether the state must change its ballots to reflect that Ervin has replaced her former running mate, the late Baltimore County executive Kevin Kamenetz, at the top of the ticket.”

-- An SUV stolen from a movie shoot near the Capitol crashed and caught fire while fleeing police, authorities said. Peter Hermann reports [<https://www.washingtonpost.com/local/public-safety/park-poli...>] : “The morning rush-hour pursuit by U.S. Park Police and ensuing crash near Metro Center and the Grand Hyatt Hotel caused delays for motorists. ... The police report says a bystander tried to help the man as he got out of the [GMC] Yukon, but the man hit that person and ran off. Police said they arrested a suspect in the 900 block of F Street NW, near Ford’s Theatre.”

VIDEOS OF THE DAY:

Jimmy Kimmel accepted a basketball challenge from Ted Cruz:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbdf/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbdf/5b114e5bfe1ff64247dccb7...)

Jimmy Kimmel Accepts Ted Cruz’s Challenge

Trevor Noah gave his take on why Trump pardoned D'Souza:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbe0/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbe0/5b114e5bfe1ff64247dccb7...)

Kim Kardashian Goes to the White House & Trump Pardons Dinesh D'Souza | The Daily Show

The Post explained why Kim Kardashian met with Trump at the White House:

[IMG \[mobile-expanding\] \[https://www.washingtonpost.com/video/politics/heres-why-kim-...\]](https://www.washingtonpost.com/video/politics/heres-why-kim-...)

Here’s why Kim Kardashian met with Trump

A retired English teacher sent a letter back to the White House, correcting its grammar:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbe1/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbe1/5b114e5bfe1ff64247dccb7...)

Retired English teacher sends Trump a grammar lesson

New Yorkers gathered for Manhattenhenge, one of two days a year when the setting sun aligns with the city's streets:

New Yorkers gather as Manhattanhenge illuminates city streets

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From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
Subject: FW: DOL Daily Briefing (5-31-18)
Date: Thursday, May 31, 2018 3:18:32 AM
Attachments: [image002.jpg](#)
[DOL Daily Briefing \(5-31-18\).pdf](#)
[DOL Daily Briefing \(5-31-18\).mobi](#)
[DOL Daily Briefing \(5-31-18\).docx](#)

From: DOL Daily

Sent: Thursday, May 31, 2018 6:17:25 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

Subject: DOL Daily Briefing (5-31-18)

IMG [96]

DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

www.techmis.com [<http://www.techmis.com>]

Mobile User Copy [<http://dol.techmis.com/epub/2018/May/31/Target%201>]

TO:

U.S. Department of Labor & Staff

DATE:

Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion [#_Toc515510566]

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [#_Toc515510567]

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News) [#_Toc515510568]

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor) [#_Toc515510569]

DOL News Releases [#_Toc515510570]

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [#_Toc515510571]

Employment [#_Toc515510572]

U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post) [#_Toc515510573]

Survey: US businesses add a solid 178,000 jobs in May (Washington Post) [#_Toc515510574]

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch) [#_Toc515510575]

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga) [#_Toc515510576]

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept) [#_Toc515510577]

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now) [#_Toc515510578]

[NC] Job fair to cater to teens (Rocky Mount Telegram) [#_Toc515510579]

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg) [#_Toc515510580]

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend) [#_Toc515510581]

Unemployment [#_Toc515510582]

Businesses brace for a summer with record low unemployment (San Antonio Express-News) [#_Toc515510583]

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public) [#_Toc515510584]

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal) [#_Toc515510585]

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter) [#_Toc515510586]

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City) [#_Toc515510587]

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire) [#_Toc515510588]

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)

[#_Toc515510589]

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[#_Toc515510590]

Apprenticeship [#_Toc515510591]

Congress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[#_Toc515510592]

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC) [#_Toc515510593]

[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey)
[#_Toc515510596]

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [#_Toc515510598]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [#_Toc515510599]

Labor [#_Toc515510600]

Trump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [#_Toc515510601]

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [#_Toc515510602]

Recruiting the Next Generation of Welders (HPAC) [#_Toc515510603]

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [#_Toc515510604]

Striking a new bargain: Better jobs for more Americans (MinnPost) [#_Toc515510605]

Quitting your job is the new workplace rage (Whittier Daily News) [#_Toc515510606]

Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows (The Oklahoman)
[#_Toc515510607]

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald) [#_Toc515510608]

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

Child Labor [#_Toc515510624]

[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [#_Toc515510625]

Immigration [#_Toc515510626]

These Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post) [#_Toc515510627]

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

Work continues to improve H-2A visa program (High Plains Journal) [#_Toc515510633]

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360) [#_Toc515510637]

Working Women [#_Toc515510638]

The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress)

[#_Toc515510639]

Wages & Compensation [#_Toc515510640]

Walmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times) [#_Toc515510641]

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal) [#_Toc515510642]

Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [#_Toc515510650]

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business) [#_Toc515510651]

Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [#_Toc515510658]

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press) [#_Toc515510660]

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

Minimum Wage [#_Toc515510666]

Another side effect of higher minimum wages: Lower health-care benefits (Washington Post) [#_Toc515510667]

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post) [#_Toc515510668]

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

Overtime [#_Toc515510672]

[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

Paid Leave [#_Toc515510675]

[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

Worker’s Compensation [#_Toc515510677]

[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers’ Compensation Benefits? (Lexology) [#_Toc515510680]

Employee Misclassification [#_Toc515510681]

Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [#_Toc515510682]

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News) [#_Toc515510683]

Wage Violations [#_Toc515510684]

[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

Worker Safety [#_Toc515510688]

Safety commission drills down on OSHA’s general duty clause (Business Insurance) [#_Toc515510689]

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk &Insurance) [#_Toc515510690]

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice) [#_Toc515510691]

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [#_Toc515510696]

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [#_Toc515510697]

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

Veteran [#_Toc515510701]

[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

Union [#_Toc515510704]

Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review)

[#_Toc515510714]

[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)
[#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)
[#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

Disability [#_Toc515510724]

Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

Law & Compliance [#_Toc515510728]

Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes)
[#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say
(Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review)
[#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[#_Toc515510738]

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

Retirement [#_Toc515510740]

Can the Fiduciary Rule Be Saved? (Investopedia) [#_Toc515510741]

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

What Happens if We All Run Out of Money for Retirement? (US News & World Report) [#_Toc515510743]

Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

How Technology Is Disrupting Retirement Planning (The Street) [#_Toc515510745]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

Is The World Ready For Retirement? (Wealth Advisor) [#_Toc515510747]

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

Trade [#_Toc515510751]

U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

National [#_Toc515510755]

Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz)
<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting

them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)
[<http://bangordailynews.com/2018/05/29/business/maine-company...>]

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor)
[<https://www.foxbangor.com/news/item/27687-cianbro-training-i...>]

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [<https://www.dol.gov/newsroom/releases/whd/whd20180530>]

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.daillyamerican.com/news/local/somerset/inbrief/la...\]](https://www.daillyamerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)

[<https://www.huffingtonpost.com/entry/these-indian-womens-liv...>]

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)

[<http://www.newsweek.com/trump-administrations-h-1b-visa-frau...>]

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)

[<https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...>]

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)

[<http://www.breitbart.com/immigration/2018/05/30/asylum-looph...>]

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[<https://blog.walmart.com/opportunity/20180530/why-were-offer...>]

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [<https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...>]

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[<https://www.foxbusiness.com/markets/companies-hiking-wages-a...>]

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinelsource.com/news/local/keene-teachers-unio...\]](http://www.sentinelsource.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAA Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[<https://lasvegassun.com/news/2018/may/30/union-strike-would-...>]

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[<http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...>]

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[<http://triblive.com/business/headlines/13706378-74/union-las...>]

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contractors. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in *Epic Systems Corp. v. Lewis* could "significantly reduce the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[\[https://www.plunkettcooney.com/blogs-thesophisticatedemployee...\]](https://www.plunkettcooney.com/blogs-thesophisticatedemployee...)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[\[https://www.law360.com/texas/articles/1048296\]](https://www.law360.com/texas/articles/1048296)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [\[https://www.investopedia.com/news/can-fiduciary-rule-be-save...\]](https://www.investopedia.com/news/can-fiduciary-rule-be-save...)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in The New Social Contract: A Blueprint for Retirement in the 21st Century, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinkmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

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U.S. jobs growth continues in May as labor
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DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South’s health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and "To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future." "Nurses are bargaining for improvements in patient safety and workers' rights, yet management has failed to reach an agreement that nurses will find acceptable," said Alice Barden, president of HPAE Local 5004. "Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital."

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company's anti-union activities. "We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn't believe we got a fair election. We're happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers," said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

"General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it," a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an "act of Congress" for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc.*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

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To: john.prall@techmis.com

Subject: DOL Daily Briefing (6-1-18)

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DOL News and Opinion [#_Toc515597054]

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [#_Toc515597055]

DOL News Releases [#_Toc515597056]

Unemployment Insurance Weekly Claims (Department of Labor) [#_Toc515597057]

Employment [#_Toc515597058]

Jobs Report for May: Here's What to Watch For (New York Times) [#_Toc515597059]

U.S. job growth seen picking up, wage growth likely moderate (New York Times) [#_Toc515597060]

5 Things to Watch in the May Jobs Report (Wall Street Journal) [#_Toc515597061]

Job growth seen robust in May, but workers still looking for pay raise (CNBC) [#_Toc515597062]

May jobs report, what will it take to roil the markets (Fox Business) [#_Toc515597063]

US job growth might have picked up in May despite trade rift (ABC News) [#_Toc515597064]

These franchises are hiring hundreds of workers this summer (Fox Business) [#_Toc515597065]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [#_Toc515597066]

Got Jobs? Dairy Does (National Milk Producers Federation) [#_Toc515597067]

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [#_Toc515597068]

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo) [#_Toc515597069]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy) [#_Toc515597070]

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [#_Toc515597071]

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance) [#_Toc515597072]

[WI] Foxconn can keep workers in state (La Crosse Tribune) [#_Toc515597073]

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [#_Toc515597074]

Unemployment [#_Toc515597075]

US Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [#_Toc515597076]

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [#_Toc515597077]

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [#_Toc515597078]

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [#_Toc515597079]

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [#_Toc515597080]

[NC] IBM confirms Watson Health layoffs, says cuts are ‘small percentage’ of workforce (WRAL TechWire) [#_Toc515597081]

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon) [#_Toc515597082]

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel) [#_Toc515597083]

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times) [#_Toc515597084]

Apprenticeship [#_Toc515597085]

Rise of the apprentice: A European tradition comes to the US (MSN) [#_Toc515597086]

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [#_Toc515597087]

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [#_Toc515597088]

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [#_Toc515597089]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [#_Toc515597090]

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [#_Toc515597091]

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle) [#_Toc515597092]

Labor [#_Toc515597093]

American health-care workers are committing suicide in unprecedented numbers (The Hill) [#_Toc515597094]

The Heavy Toll of Opioids on America’s Labor Force (US News & World Report) [#_Toc515597095]

Public sector jobs: States where the most people work for the government (USA Today) [#_Toc515597096]

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire) [#_Toc515597097]

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor) [#_Toc515597098]

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [#_Toc515597099]

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [#_Toc515597100]

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [#_Toc515597101]

CareerCast’s 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga) [#_Toc515597102]

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga) [#_Toc515597103]

Employers' use of temporary, contract workers continues to increase (HR Dive) [#_Toc515597104]

[NY] Should employees have a right to disconnect? (HR Dive) [#_Toc515597105]

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle) [#_Toc515597106]

[GA] Teach For America raising concerns in teaching profession (Daily Illini) [#_Toc515597107]

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times & Free Press) [#_Toc515597108]

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [#_Toc515597109]

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon) [#_Toc515597110]

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press) [#_Toc515597111]

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business) [#_Toc515597112]

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter) [#_Toc515597113]

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate) [#_Toc515597114]

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post) [#_Toc515597115]

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan) [#_Toc515597116]

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [#_Toc515597117]

[CA] Silicon Valley's company towns are doomed (Co.Design) [#_Toc515597118]

Child Labor [#_Toc515597119]

Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [#_Toc515597120]

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [#_Toc515597121]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail) [#_Toc515597122]

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post) [#_Toc515597123]

Immigration [#_Toc515597124]

Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart) [#_Toc515597125]

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza) [#_Toc515597126]

Ag leaders hope Trump can improve H-2A (The Packer) [#_Toc515597127]

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management) [#_Toc515597128]

Medical groups warn Trump of ‘imminent healthcare repercussions’ due to visa crackdown (Think Progress) [#_Toc515597129]

Working Women [#_Toc515597130]

The child-free life: Why so many American women are deciding not to have kids (Washington Post) [#_Toc515597131]

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop) [#_Toc515597132]

Women Less Optimistic Than Men About the Future of Work (Benzinga) [#_Toc515597133]

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [#_Toc515597134]

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A Record Month for Raises (Wall Street Journal) [#_Toc515597136]

Should women feel ashamed for earning more than their male partners? (MarketWatch) [#_Toc515597137]

Jobs Are Booming. Are Wages Next? (Bloomberg) [#_Toc515597138]

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [#_Toc515597139]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [#_Toc515597140]

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller) [#_Toc515597141]

Psychologists: Women are not to blame for the wage gap (EurekAlert!) [#_Toc515597142]

The right to raise a family without going broke (The Week Magazine) [#_Toc515597143]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press) [#_Toc515597144]

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers’ wages (Washington Post) [#_Toc515597145]

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR) [#_Toc515597146]

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News) [#_Toc515597147]

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [#_Toc515597148]

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles) [#_Toc515597149]

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg) [#_Toc515597150]

Minimum Wage [#_Toc515597151]

Seven facts about tipped workers and the tipped minimum wage (Economic Policy Institute) [#_Toc515597152]

[PA] Gov. Wolf calls for increase of state’s minimum wage (WJAC-TV NBC 6 Johnstown) [#_Toc515597153]

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [#_Toc515597154]

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [#_Toc515597155]

Overtime [#_Toc515597156]

[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [#_Toc515597157]

Paid Leave [#_Toc515597158]

When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune) [#_Toc515597159]

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio) [#_Toc515597160]

Worker's Compensation [#_Toc515597161]

[MA] Mother and Daughter Indicted for Workers' Compensation Fraud (WorkersCompensation) [#_Toc515597162]

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [#_Toc515597163]

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [#_Toc515597164]

Employee Misclassification [#_Toc515597165]

[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [#_Toc515597166]

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [#_Toc515597167]

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [#_Toc515597168]

Wage Violations [#_Toc515597169]

[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [#_Toc515597170]

Worker Safety [#_Toc515597171]

Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [#_Toc515597172]

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [#_Toc515597173]

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [#_Toc515597174]

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [#_Toc515597175]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [#_Toc515597176]

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [#_Toc515597177]

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance) [#_Toc515597178]

Veteran [#_Toc515597179]

A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [#_Toc515597180]

Unique new hiring initiative focuses on student vets (Military Times) [#_Toc515597181]

[WI] The Joseph Project raises vets' employment hopes (Stars & Stripes) [#_Toc515597182]

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror) [#_Toc515597183]

Union [#_Toc515597184]

It's time to acknowledge that strikes work (Washington Post) [#_Toc515597185]

Largest federal employee union sues Trump over rollback of union protections (Washington Post) [#_Toc515597186]

Federal employees sue Trump over executive order restricting union activity (The Hill) [#_Toc515597187]

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress) [#_Toc515597188]

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [#_Toc515597189]

Why the Teacher Strikes Matter So Much (Daily Kos) [#_Toc515597190]

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [#_Toc515597191]

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice) [#_Toc515597192]

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader) [#_Toc515597193]

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [#_Toc515597194]

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times) [#_Toc515597195]

[SC] Boeing South Carolina workers face union membership vote (Fox Business) [#_Toc515597196]

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South (Charleston Post & Courier) [#_Toc515597197]

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal) [#_Toc515597198]

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [#_Toc515597199]

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [#_Toc515597200]

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [#_Toc515597201]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton) [#_Toc515597202]

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [#_Toc515597203]

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint) [#_Toc515597204]

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [#_Toc515597205]

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy) [#_Toc515597206]

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [#_Toc515597207]

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner) [#_Toc515597208]

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles) [#_Toc515597209]

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald) [#_Toc515597210]

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal) [#_Toc515597211]

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [#_Toc515597212]

Disability [#_Toc515597213]

How Can Business Leaders Support Disabled Workers? (Talent Economy) [#_Toc515597214]

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal) [#_Toc515597215]

Law & Compliance [#_Toc515597216]

Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [#_Toc515597217]

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune) [#_Toc515597218]

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed) [#_Toc515597219]

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [#_Toc515597220]

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox) [#_Toc515597221]

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [#_Toc515597222]

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming) [#_Toc515597223]

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review) [#_Toc515597224]

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [#_Toc515597225]

Family and Medical Leave [#_Toc515597226]

[TX] Unpaid FMLA leave may be ‘unemployment’ in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [#_Toc515597227]

Retirement [#_Toc515597228]

DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor) [#_Toc515597229]

Solving America’s retirement security challenges (CNBC) [#_Toc515597230]

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report) [#_Toc515597231]

Let’s get real about planning: What an average retirement costs (USA Today) [#_Toc515597232]

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today) [#_Toc515597233]

Gig Workers’ Retirement Prospects Look Dim (Forbes) [#_Toc515597234]

Pension and a paycheck? State may loosen ‘double dipping’ rules (Boston Globe) [#_Toc515597235]

Side Hustles Are Changing How People Plan for Retirement (Motley Fool) [#_Toc515597236]

Retirement Could Be Tougher in the Future (World at Work) [#_Toc515597237]

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo) [#_Toc515597238]

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo) [#_Toc515597239]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [#_Toc515597240]

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [#_Toc515597241]

Trade [#_Toc515597242]

The U.S. Moves Closer to a Trade War With Allies (Wall Street Journal) [#_Toc515597243]

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico) [#_Toc515597244]

Trump’s Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [#_Toc515597245]

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [#_Toc515597246]

TrumpTrade: How Trump’s Trade Policies Divide CEOs (Chief Executive) [#_Toc515597247]

Trump’s Trade War Would Be Very Bad for Many Americans (Pacific Standard) [#_Toc515597248]

[MI] Detroit Wins With NAFTA (Heritage Foundation) [#_Toc515597249]

National [#_Toc515597250]

U.S. consumer spending accelerates; weekly jobless claims fall (New York Times) [#_Toc515597251]

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg) [#_Toc515597252]

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg) [#_Toc515597253]

US consumer spending up 0.6 percent, best in 5 months (ABC News) [#_Toc515597254]

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch) [#_Toc515597255]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [<http://www.berksmontnews.com/general-news/20180531/departmen...>]

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

Unemployment Insurance Weekly Claims (Department of Labor)
[<https://www.dol.gov/sites/default/files/documents/newsroom/r...>]

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

EmploymentJobs Report for May: Here's What to Watch For (New York Times)

[\[https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...\]](https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

U.S. job growth seen picking up, wage growth likely moderate (New York Times)

[\[https://www.nytimes.com/reuters/2018/06/01/business/01reuter...\]](https://www.nytimes.com/reuters/2018/06/01/business/01reuter...)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy. Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists. The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

5 Things to Watch in the May Jobs Report (Wall Street Journal) [\[https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...\]](https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.

Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.

How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?

Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage

increases, but overall pay gains have decelerated in recent months, perplexing economists.

Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

Job growth seen robust in May, but workers still looking for pay raise (CNBC)

[<https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...>]

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

May jobs report, what will it take to roil the markets (Fox Business) [<https://www.foxbusiness.com/markets/may-jobs-report-what-wil...>]

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

US job growth might have picked up in May despite trade rift (ABC News)

[<https://abcnews.go.com/Business/wireStory/us-job-growth-pick...>]

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

These franchises are hiring hundreds of workers this summer (Fox Business)

[\[https://www.foxbusiness.com/features/these-franchises-are-hi...\]](https://www.foxbusiness.com/features/these-franchises-are-hi...)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [\[http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...\]](http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

Got Jobs? Dairy Does (National Milk Producers Federation) [\[http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...\]](http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the "Got Jobs?" campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [\[http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...\]](http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo)
[\[https://www.wkbw.com/news/hiring-716/the-industries-projected-...\]](https://www.wkbw.com/news/hiring-716/the-industries-projected-...)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York's workforce development.

[Editorial note: See list at source link]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy)
[\[http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...\]](http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [\[http://www.kentucky.com/news/state/kentucky/article212246574...\]](http://www.kentucky.com/news/state/kentucky/article212246574...)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance)
[\[http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...\]](http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The

fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[WI] Foxconn can keep workers in state (La Crosse Tribune) [<http://lacrosetribune.com/opinion/columnists/tom-still-foxc...>]

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [<http://www.fresnobee.com/opinion/article212270549.html>]

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building, 2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

UnemploymentUS Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [<https://www.wsj.com/articles/us-jobless-claims-declined-in-w...>]

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torrey)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor

Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [<https://www.marketwatch.com/story/jobless-claims-drop-13000-...>]

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [<https://www.cnn.com/2018/05/31/sears-plans-to-close-72-more-...>]

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to close next.

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [<https://www.sevendaysvt.com/OffMessage/archives/2018/05/31/k...>]

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [<http://www.carrollcountytimes.com/bs-hs-flood-displaced-work...>]

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[NC] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...\]](https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon)
[\[https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...\]](https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel)
[\[http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...\]](http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times)
[\[http://www.nwitimes.com/business/jobs-and-employment/unemplo...\]](http://www.nwitimes.com/business/jobs-and-employment/unemplo...)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

ApprenticeshipRise of the apprentice: A European tradition comes to the US (MSN) [<http://www.msn.com/en-us/news/other/rise-of-the-apprentice-a...>]

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [<https://www.reuters.com/article/us-world-work-apprentice/the...>]

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [<https://www.insurancejournal.com/news/national/2018/05/31/49...>]

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across

multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [<http://www.localsyr.com/news/local-news/cny-manufacturing-ap...>]

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [<https://urbanmilwaukee.com/pressrelease/u-s-senator-tammy-ba...>]

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [<https://findorff.com/creating-a-foundation-to-build-careers-...>]

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum.

This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle)
[<https://www.king5.com/article/news/local/swiss-apprenticeshi...>]

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

LaborAmerican health-care workers are committing suicide in unprecedented numbers (The Hill)
[<http://thehill.com/opinion/healthcare/389999-american-health...>]

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide — five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

The Heavy Toll of Opioids on America's Labor Force (US News & World Report)
[<https://www.usnews.com/news/healthiest-communities/articles/...>]

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy — on victims, their families, colleagues and communities — all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

Public sector jobs: States where the most people work for the government (USA Today)

[\[https://www.usatoday.com/story/money/economy/2018/06/01/stat...\]](https://www.usatoday.com/story/money/economy/2018/06/01/stat...)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire)

[\[https://www.businesswire.com/news/home/20180531005217/en\]](https://www.businesswire.com/news/home/20180531005217/en)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor)

[\[https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...\]](https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the

U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [http://www.heraldcourier.com/news/business_ap/hard-at-work-e...]

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [<http://www.newson6.com/story/38315741/report-online-lending-...>]

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7 billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/r11806804/the-l...>]

(5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of

small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11804456/caree...\]](https://www.benzinga.com/pressreleases/18/05/r11804456/caree...)

(5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...\]](https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-

service.

Employers' use of temporary, contract workers continues to increase (HR Dive)
[<https://www.hrdive.com/news/employers-use-of-temporary-contr...>]

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[NY] Should employees have a right to disconnect? (HR Dive) [<https://www.hrdive.com/news/should-employees-have-a-right-to...>]

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle)
[<https://www.charlestonchronicle.net/2018/05/31/myers-crossin...>]

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to

college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[GA] Teach For America raising concerns in teaching profession (Daily Illini)

[\[https://dailyillini.com/news/2018/05/31/teach-for-america-ra...\]](https://dailyillini.com/news/2018/05/31/teach-for-america-ra...)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times &Free Press)

[\[http://www.timesfreepress.com/news/local/story/2018/jun/01/n...\]](http://www.timesfreepress.com/news/local/story/2018/jun/01/n...)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential to ensure that community members with a record can actually build productive lives after serving their time.

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [\[http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...\]](http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon)
http://www.starbeacon.com/news/local_news/a-tech-opens-indus...

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press)
<https://www.freep.com/story/money/business/john-gallagher/20...>

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it "Economic gardening." And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business)
<http://www.crainsdetroit.com/article/20180531/blog200/662176...>

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential or apprenticeship program.

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter)
<http://www.chicagoreporter.com/why-doesnt-chicago-have-worke...>

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops

such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate)

[\[http://www.theadvocate.com/new_orleans/news/communities/st_t...\]](http://www.theadvocate.com/new_orleans/news/communities/st_t...)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post)

[\[http://yourhub.denverpost.com/blog/2018/05/job-corps-student...\]](http://yourhub.denverpost.com/blog/2018/05/job-corps-student...)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan)

[\[https://www.coloradoan.com/story/news/local/colorado/2018/05...\]](https://www.coloradoan.com/story/news/local/colorado/2018/05...)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest in Colorado," said David Lopez, sitting at his computer. "Prepositioning. PREPO," he clarified, recognizing the confused look on this reporter's face. Lopez, 19, deals with a lot of acronyms and abbreviations. He's fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working

behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [<http://q13fox.com/2018/05/31/where-are-the-workers-a-farm-cr...>]

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

"What could have been a stellar season I can say was probably not," Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[CA] Silicon Valley’s company towns are doomed (Co.Design) [<https://www.fastcodesign.com/90174299/silicon-valleys-compan...>]

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child LaborCongressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [<http://www.safetyandhealthmagazine.com/articles/print/17109-...>]

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [<https://www.insideedition.com/investigation-finds-children-w...>]

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail)
[\[http://www.dailymail.co.uk/news/article-5792489/Children-you...\]](http://www.dailymail.co.uk/news/article-5792489/Children-you...)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post)
[\[https://nypost.com/2018/05/31/upstate-religious-cult-alleged...\]](https://nypost.com/2018/05/31/upstate-religious-cult-alleged...)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. "They preach peace and love. But there's another side of these people they don't want you to see," says a promo for the "Inside Edition" report, which airs 7 p.m. Friday on CBS.

ImmigrationReport: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart)
[\[http://www.breitbart.com/big-government/2018/05/31/report-mo...\]](http://www.breitbart.com/big-government/2018/05/31/report-mo...)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B

foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza)
[<http://www.freshplaza.com/article/195652/AmericanHort-welcom...>]

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

Ag leaders hope Trump can improve H-2A (The Packer) [<https://www.thepacker.com/article/ag-leaders-hope-trump-can-...>]

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management)
[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acqu...>]

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland’s Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to

The Baltimore Sun.

Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown (Think Progress)
[<https://thinkprogress.org/international-doctors-suffer-from-...>]

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working WomenThe child-free life: Why so many American women are deciding not to have kids (Washington Post) [<https://www.washingtonpost.com/local/the-child-free-life-why...>]

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop)
[<https://www.govloop.com/federally-employed-women-paving-way-...>]

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

Women Less Optimistic Than Men About the Future of Work (Benzinga)
[<https://www.benzinga.com/pressreleases/18/05/r11804508/women...>]

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a

quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [<http://www.heraldbulletin.com/indiana/news/spots-remain-in-g...>]

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation A Record Month for Raises (Wall Street Journal) [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>]

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate."

Should women feel ashamed for earning more than their male partners? (MarketWatch) [<https://www.marketwatch.com/story/should-women-feel-ashamed-...>]

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman's savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they're the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would

feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem "exhausting" and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

Jobs Are Booming. Are Wages Next? (Bloomberg) [<https://www.bloomberg.com/view/articles/2018-05-31/may-u-s-j...>]

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [<https://biglawbusiness.com/tackling-the-motherhood-penalty-s...>]

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14 percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It’s not just promotions and advancements that can be affected; project assignments, lucrative clients, and “good” shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [<http://www.breitbart.com/2018->

[elections/2018/05/30/report-su...\]](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will “offer the maximum hourly wage they feel their business can afford” this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that “nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year.” “Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious,” said Snag CEO Peter Harrison.

The survey’s data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump’s lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller)

[\[http://dailycaller.com/2018/05/31/small-businesses-raising-w...\]](http://dailycaller.com/2018/05/31/small-businesses-raising-w...)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation’s biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

Psychologists: Women are not to blame for the wage gap (EurekAlert!)

[\[https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...\]](https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice’s School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

The right to raise a family without going broke (The Week Magazine) [\[http://theweek.com/articles/775752/right-raise-family-withou...\]](http://theweek.com/articles/775752/right-raise-family-withou...)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press)

[\[https://www.burlingtonfreepress.com/story/news/local/vermont...\]](https://www.burlingtonfreepress.com/story/news/local/vermont...)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages (Washington Post)

[\[https://www.washingtonpost.com/\]](https://www.washingtonpost.com/)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR)

[\[http://stlouiscnr.com/departments/associations/construction-...\]](http://stlouiscnr.com/departments/associations/construction-...)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's

minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News)
[<http://cascadebusnews.com/tight-labor-market-high-school-gra...>]

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

“One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary,” said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [<http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...>]

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles)
[<https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...>]

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11 would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amato. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the

Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...\]](https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum WageSeven facts about tipped workers and the tipped minimum wage (Economic Policy Institute)
[\[https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...\]](https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;

Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;

In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;

Tipped work is overwhelmingly low-wage work, even in D.C.;

Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;

The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.

The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[PA] Gov. Wolf calls for increase of state's minimum wage (WJAC-TV NBC 6 Johnstown)
[\[http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...\]](http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many

Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [<https://whyy.org/articles/despite-lack-of-progress-higher-mi...>]

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [<http://www.wilsonsontimes.com/stories/minimum-wage-hike-would-b...>]

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and. 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [<https://louisianarecord.com/stories/511435618-federal-judge-...>]

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's

claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune)
[<http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...>]

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio)
[<http://michiganradio.org/post/michigan-manufacturers-say-pai...>]

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation [MA] Mother and Daughter Indicted for Workers' Compensation Fraud
(WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29565]

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the

state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/p11805507/louis...>]

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what she reported to insurers, according to the statement.

Employee Misclassification[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [<https://www.classaction.org/news/s1-security-group-hit-with-...>]

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

Worked full time on a pre-set, regular schedule;

Worked more than 56 hours per week for more than 132 weeks;

Did not hold any other job during his time with S1 Security Group;

Was under the defendants' absolute control during his work hours;

Had no discretion to refuse work assignments;

Was required to wear a uniform; and

Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [\[https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...\]](https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [\[https://newrepublic.com/article/148613/silicon-valleys-flexi...\]](https://newrepublic.com/article/148613/silicon-valleys-flexi...)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and direction of the hirer." Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, "When I asked drivers what they like about Uber, then every single time their top answer is 'I get to be my own boss. I get to use you when I want to. I can do whatever I want.'"

Wage Violations[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [\[http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...\]](http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. "Plain and simple — it's stealing," James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. "It's stealing just like any other kind of stealing, and people that do it ought to face the consequences."

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under "expense reimbursement" in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. "These timesheets weren't just a here and there kind of thing," Vance said at the press conference. "This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees' timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented."

Worker Safety Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29563]

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. "Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents," the organization's board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 "Most Wanted" safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [<http://www.heraldsun.com/news/state/south-carolina/article21...>]

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [<http://valdostatoday.com/2018/05/osha-construction-training-...>]

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [<http://miami.cbslocal.com/2018/05/30/crane-collapse-homes-la...>]

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [<http://laborpress.org/caterpillar-worker-dies-in-wisconsin-p...>]

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [<http://billingsgazette.com/news/local/osha-fines-billings-co...>]

(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to

\$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance)
[<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

VeteranA Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [<https://edtechtimes.com/2018/05/31/code-platoon-coding-bootc...>]

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

Unique new hiring initiative focuses on student vets (Military Times)
[<https://rebootcamp.militarytimes.com/news/employment/2018/05...>]

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and

how does this fit into your existing commitments,” Schmeling said. “If somebody has said, ‘We’re going to hire 10,000 veterans’ – great. Let’s make sure student veterans are a part of that.”

[WI] The Joseph Project raises vets’ employment hopes (Stars & Stripes)
[\[https://www.stripes.com/news/veterans/the-joseph-project-rai...\]](https://www.stripes.com/news/veterans/the-joseph-project-rai...)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn’t have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson’s The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson’s office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren’t guaranteed a job, but whether or not they are hired, it could open future doors.

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror)
[\[http://www.gilmermirror.com/view/full_story/27574125/article...\]](http://www.gilmermirror.com/view/full_story/27574125/article...)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M’s AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA’s Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. “Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers,” said Secretary Perdue, who is a veteran of the U.S. Air Force. “Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes.”

UnionIt’s time to acknowledge that strikes work (Washington Post)
[\[https://www.washingtonpost.com/news/posteverything/wp/2018/0...\]](https://www.washingtonpost.com/news/posteverything/wp/2018/0...)

(5/31/2018 1:20 PM, Alex Press)

At last month’s Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they’d learned from this year’s strikes. In doing so, they further kindled the spark lit during the West Virginia teachers’ strike. If West Virginia teachers — some of the most poorly paid educators in one of the country’s poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what’s possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it’s time to reiterate what many in the labor movement have long argued: strikes work.

It’s easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump’s election and the bitterly contested 2016 primary. Clearly, many feel they’ve been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women’s marches. But those

strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

Largest federal employee union sues Trump over rollback of union protections (Washington Post)
[\[https://www.washingtonpost.com/politics/largest-federal-empl...\]](https://www.washingtonpost.com/politics/largest-federal-empl...)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

Federal employees sue Trump over executive order restricting union activity (The Hill)
[\[http://thehill.com/regulation/court-battles/390150-federal-e...\]](http://thehill.com/regulation/court-battles/390150-federal-e...)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their working hours is an illegal change to the Civil Service Report Act.

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress)
[\[https://thinkprogress.org/trump-administration-sued-for-gutt...\]](https://thinkprogress.org/trump-administration-sued-for-gutt...)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of

Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [<http://prospect.org/article/trump-moves-curb-federal-employee...>]

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

Why the Teacher Strikes Matter So Much (Daily Kos) [<https://www.dailykos.com/stories/2018/5/31/1768496/-Why-the-...>]

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp geometry and algebra such that we felt competent in math.

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [<http://www.post-gazette.com/business/career-workplace/2018/0...>]

(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice)
[\[http://citizensvoice.com/news/striking-nurses-picket-wilkes-...\]](http://citizensvoice.com/news/striking-nurses-picket-wilkes-...)

(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader)
[\[https://www.timesleader.com/news/local/706151/nurses-strike-...\]](https://www.timesleader.com/news/local/706151/nurses-strike-...)

(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [\[https://www.arlnow.com/2018/05/30/workers-at-army-national-g...\]](https://www.arlnow.com/2018/05/30/workers-at-army-national-g...)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times)
[\[https://www.nytimes.com/reuters/2018/05/31/business/31reuter...\]](https://www.nytimes.com/reuters/2018/05/31/business/31reuter...)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[SC] Boeing South Carolina workers face union membership vote (Fox Business)

[\[https://www.foxbusiness.com/politics/boeing-south-carolina-w...\]](https://www.foxbusiness.com/politics/boeing-south-carolina-w...)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South

(Charleston Post & Courier) [\[https://www.postandcourier.com/business/boeing-s-flight-line...\]](https://www.postandcourier.com/business/boeing-s-flight-line...)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal)

[\[https://charlestonbusiness.com/news/aerospace/74560/\]](https://charlestonbusiness.com/news/aerospace/74560/)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [<http://abcnews4.com/news/local/flight-line-technicians-at-bo...>]

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [<https://www.bloomberg.com/news/articles/2018-05-31/boeing-so...>]

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley. In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [<http://www.live5news.com/story/38314195/flightline-workers-a...>]

(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American

industry and the American worker.

[Editorial note: View video at source link]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton)
[<http://www.wdtn.com/news/local-news/more-than-300-at-t-worke...>]

(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [<http://www.craindetroit.com/article/20180531/news/662331/un...>]

(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint)
[<http://nbc25news.com/news/local/att-very-prepared-to-keep-se...>]

(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural disasters, or even work stoppages."

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [<https://www.wtmj.com/news/at-t-workers-to-strike-in-milwaukee...>]

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same

thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy)
[<http://www.wgem.com/story/38317410/2018/05/31/wiu-faculty-an...>]

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [<http://fox4kc.com/2018/05/31/right-to-work-firestorm-smolder...>]

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner)
[<https://www.washingtonexaminer.com/opinion/op-eds/chaves-cou...>]

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles)
[<http://www.kplctv.com/story/38319444/50000-las-vegas-workers...>]

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald)
[\[https://www.heraldextra.com/entertainment/possibility-of-las...\]](https://www.heraldextra.com/entertainment/possibility-of-las...)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/unions...\]](https://www.reviewjournal.com/business/casinos-gaming/unions...)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [\[https://www.desertsun.com/story/news/politics/2018/05/31/tds...\]](https://www.desertsun.com/story/news/politics/2018/05/31/tds...)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

DisabilityHow Can Business Leaders Support Disabled Workers? (Talent Economy)
[\[http://www.talenteconomy.io/2018/05/30/how-can-business-lead...\]](http://www.talenteconomy.io/2018/05/30/how-can-business-lead...)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal)
[\[https://www.ibj.com/articles/69030-st-vincent-settles-disabi...\]](https://www.ibj.com/articles/69030-st-vincent-settles-disabi...)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [<https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...>]

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not

know if the other driver was disciplined.

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune)

[<http://fortune.com/2018/05/31/gretchen-carlson-supreme-court...>]

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in *Epic Systems Corp v. Lewis*. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a “hunting ground.”

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed)

[<https://www.buzzfeed.com/lamvo/sexual-harrassment-data-gilli...>]

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that “collecting this information would be complex and costly” and that employers may have “difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions.”

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [<https://www.hudsonvalley360.com/article/us-department-labor-...>]

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. “To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path,” said Acting Wage and Hour Division Administrator Bryan Jarrett.

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox)
[<https://www.vox.com/policy-and-politics/2018/5/31/17408884/f...>]

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, *Bradley v. T-Mobile*, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [<http://www.eriectvnews.com/story/38315723/new-federal-tip-poo...>]

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, *The Tip Income Protection Act - Changes to Tip Pooling*

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100 per violation."

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming)
[<https://www.cottonfarming.com/ginning-marketplace/departmen...>]

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review)
[<https://www.natlawreview.com/article/new-laws-place-addition...>]

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave[TX] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [<http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...>]

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as "unemployed" while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than "unemployed" status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was "not performing services for wages"—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission's decisions below had not determined the employee's eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits "if [she met] all other requirements." It was the county employer's view that the Act's definitions of "totally unemployed" and "partially unemployed" were relevant only as to eligibility, but not to the threshold issue of whether a claimant was "unemployed," and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

RetirementDOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor)
[<https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...>]

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency's years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL's previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser's failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

Solving America's retirement security challenges (CNBC) [<https://www.cnbc.com/2018/05/31/solving-americas-retirement-...>]

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it's a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report)
[<https://money.usnews.com/investing/news/articles/2018-05-31/...>]

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

Let's get real about planning: What an average retirement costs (USA Today)
[<https://www.usatoday.com/story/money/personalfinance/retireme...>]

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, “older households” — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That’s about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees’ spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here’s the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

Housing: \$1,322

Transportation: \$567

Health care: \$499

Food: \$483

Personal insurance/pensions: \$237

Cash contributions: \$202

Entertainment: \$197

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today)

[\[https://www.usatoday.com/story/money/personalfinance/retirem...\]](https://www.usatoday.com/story/money/personalfinance/retirem...)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren’t saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year’s first quarter, according to Fidelity. That’s a 45% increase from one year prior. Of course, there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it’s possible to amass \$1 million and retire comfortably as a result. If that’s the sort of goal you have in mind, here’s how to get there.

Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn’t demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.

Take full advantage of your employer match - If you’re lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That’s because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.

Invest your savings wisely - You may have noticed by now that we’ve applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it’s just a bit below the stock market’s average, which means it’s a pretty fair benchmark for projecting returns.

Gig Workers' Retirement Prospects Look Dim (Forbes)
[\[https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...\]](https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

Pension and a paycheck? State may loosen 'double dipping' rules (Boston Globe)
[\[http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...\]](http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

Side Hustles Are Changing How People Plan for Retirement (Motley Fool)
[\[https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...\]](https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement

savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

Retirement Could Be Tougher in the Future (World at Work)
[<https://www.worldatwork.org/workspan/articles/retirement-cou...>]

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo)
[<http://www.wben.com/articles/some-tops-employees-will-lose-p...>]

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo)
[<http://www.wivb.com/news/local-news/tops-teamster-workers-fu...>]

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund--which has a governing board separate from the Teamsters union--refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [<http://www.startribune.com/dayton-signs-pension-bill-aimed-a...>]

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [<http://www.latimes.com/business/la-fi-jarvis-calsavers-20180...>]

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

TradeThe U.S. Moves Closer to a Trade War With Allies (Wall Street Journal)
[<https://blogs.wsj.com/economics/2018/05/31/real-time-economi...>]

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico)
[<https://www.politico.com/newsletters/politico-influence/2018...>]

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent

months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

Trump's Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [<https://www.bna.com/trumps-steel-tariffs-n57982093100/>]

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [<http://www.businessinsider.com/america-nafta-us-economy-trad...>]

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

TrumpTrade: How Trump's Trade Policies Divide CEOs (Chief Executive) [<https://chiefexecutive.net/trumps-trade-policies-divide-ceos...>]

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

Trump's Trade War Would Be Very Bad for Many Americans (Pacific Standard)

[\[https://psmag.com/economics/the-trump-trade-war-is-back-on\]](https://psmag.com/economics/the-trump-trade-war-is-back-on)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[MI] Detroit Wins With NAFTA (Heritage Foundation) [\[https://www.heritage.org/trade/commentary/detroit-wins-nafta...\]](https://www.heritage.org/trade/commentary/detroit-wins-nafta...)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

NationalU.S. consumer spending accelerates; weekly jobless claims fall (New York Times)

[\[https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...\]](https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent

increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg)

[<https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...>]

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg)

[<https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...>]

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were "fairly broad-based in April," said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday's data. "It's not like we'll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households."

US consumer spending up 0.6 percent, best in 5 months (ABC News)

[<https://abcnews.go.com/Business/wireStory/us-consumer-spendi...>]

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month's increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch)
[<https://www.marketwatch.com/story/the-next-us-recession-like...>]

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Friday, June 1, 2018 6:00 AM ET

DOL News and Opinion

Department of Labor recognizes
Shoemakersville brick manufacturer for
excellence in workplace safety (Berks-Mont
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Employment

Jobs Report for May: Here's What to Watch For
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likely moderate (New York Times)..... 7

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Job growth seen robust in May, but workers still
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DOL News and Opinion

[Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety \(Berks-Mont News\)](#)

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

[Unemployment Insurance Weekly Claims \(Department of Labor\)](#)

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

Employment

[Jobs Report for May: Here's What to Watch For \(New York Times\)](#)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

[U.S. job growth seen picking up, wage growth likely moderate \(New York Times\)](#)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy.

Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists.

The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

[5 Things to Watch in the May Jobs Report \(Wall Street Journal\)](#)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

1. Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.
2. Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.
3. How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?
4. Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage increases, but overall pay gains have decelerated in recent months, perplexing economists.
5. Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

[Job growth seen robust in May, but workers still looking for pay raise \(CNBC\)](#)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

[May jobs report, what will it take to roil the markets \(Fox Business\)](#)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by

Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

[US job growth might have picked up in May despite trade rift \(ABC News\)](#)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

[These franchises are hiring hundreds of workers this summer \(Fox Business\)](#)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

[As U.S. jobs go begging, forget those monthly gains of 200,000 \(MSN\)](#)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

[Got Jobs? Dairy Does \(National Milk Producers Federation\)](#)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to

illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the “Got Jobs?” campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

[Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder’s Annual Survey \(Spoke\)](#)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[\[NY\] The industries projected to have the most job openings in WNY \(WKBW-TV ABC 7 Buffalo\)](#)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York’s workforce development.

[Editorial note: See list at source link]

[\[GA\] Korean company to create 500 jobs in Whitfield County \(Penn Energy\)](#)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will

be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[\[KY\] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says \(Lexington Herald-Leader\)](#)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[\[MI\] Morley to hire 60 people for customer service jobs starting at \\$10 per hour \(Grand Valley Advance\)](#)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[\[WI\] Foxconn can keep workers in state \(La Crosse Tribune\)](#)

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[\[CA\] New milestone on high-speed rail project: 2,000th construction job created \(Fresno Bee\)](#)

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building,

2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

Unemployment

[US Jobless Claims Declined in Week Ended May 26 \(Wall Street Journal\)](#)

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torry)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

[Jobless claims drop 13,000 to 221,000 in late May \(MarketWatch\)](#)

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

[Sears plans to close 72 more stores, closing sales to start in near future \(CNBC\)](#)

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to

close next.

[\[VT\] Keurig Green Mountain Lays Off 35 Vermont Employees \(Seven Days Vermont\)](#)

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[\[MD\] Ellicott City flood leaves many workers without jobs \(Carroll County Times\)](#)

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[\[NC\] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce \(WRAL TechWire\)](#)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[\[GA\] Unemployment rate drops in Middle Georgia \(WMGT-TV NBC 41 Macon\)](#)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[\[FL\] Florida job cuts tick up in May, but down 15 percent year-to-date \(Fort Lauderdale Sun-Sentinel\)](#)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-

date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[\[IN\] Unemployment plunges across Northwest Indiana \(Northwest Indiana Times\)](#)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

Apprenticeship

[Rise of the apprentice: A European tradition comes to the US \(MSN\)](#)

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[The rise of the apprentice: a European tradition comes to the U.S. \(Reuters\)](#)

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

[More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent \(Insurance Journal\)](#)

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[\[NY\] CNY Manufacturing Apprenticeship program enters next phase \(WSYR-TV 9 Syracuse\)](#)

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[\[WI\] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek \(Urban Milwaukee\)](#)

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector

partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[\[WI\] Creating a Foundation to Build Careers: Our Youth Apprenticeships \(Findorff\)](#)

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum. This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[\[WA\] Swiss apprenticeship program touted for Washington state \(KING-TV NBC 5 Seattle\)](#)

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

Labor

[American health-care workers are committing suicide in unprecedented numbers \(The Hill\)](#)

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide —

five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

[The Heavy Toll of Opioids on America's Labor Force \(US News & World Report\)](#)

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy – on victims, their families, colleagues and communities – all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

[Public sector jobs: States where the most people work for the government \(USA Today\)](#)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

[Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds \(Business Wire\)](#)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

[Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

[Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care \(Bristol Herald Courier\)](#)

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

[Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \\$40 Billion for the Economy Over Three Years \(KOTV-TV 6 Tulsa\)](#)

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7

billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

[The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit \(Benzinga\)](#) (5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

[CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs \(Benzinga\)](#) (5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

[Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short \(Benzinga\)](#)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-service.

[Employers' use of temporary, contract workers continues to increase \(HR Dive\)](#)

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[\[NY\] Should employees have a right to disconnect? \(HR Dive\)](#)

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[\[SC\] Myers Crossing Training Prepares Students For Life-changing Occupations \(Charleston Chronicle\)](#)

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[\[GA\] Teach For America raising concerns in teaching profession \(Daily Illini\)](#)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[\[TN\] New Life Job Fair offers second chance to felons \(Chattanooga Times & Free Press\)](#)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential

to ensure that community members with a record can actually build productive lives after serving their time.

[\[OH\] Officials unveil new Mine Safety Training Center \(WTRF-TV 7 Wheeling\)](#)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[\[OH\] A-Tech opens industrial maintenance training lab to public \(Ashtabula Star-Beacon\)](#)

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[\[MI\] Why Michigan's workforce could be filled with outsiders \(Detroit Free Press\)](#)

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it “Economic gardening.” And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[\[MI\] Now's no time to be humble in courting talent to Michigan \(Crain's Detroit Business\)](#)

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential

or apprenticeship program.

[\[IL\] Why doesn't Chicago have worker-owned cooperatives? \(Chicago Reporter\)](#)

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[\[LA\] STEM Fest aims to take learning to a higher level \(Baton Rouge Advocate\)](#)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[\[CO\] Job Corps Student Finds Success in the Denver Workforce \(Denver Post\)](#)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[\[CO\] When wildfires spark, these young dispatchers work behind the scenes \(The Coloradoan\)](#)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest

in Colorado,” said David Lopez, sitting at his computer. “Prepositioning. PREPO,” he clarified, recognizing the confused look on this reporter’s face. Lopez, 19, deals with a lot of acronyms and abbreviations. He’s fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[\[WA\] Where are the workers? A farm crisis in Washington \(KCPQ-TV Fox 13 Seattle\)](#)

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

“What could have been a stellar season I can say was probably not,” Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[\[CA\] Silicon Valley’s company towns are doomed \(Co.Design\)](#)

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child Labor

[Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs \(Safety & Health\)](#)

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and

student-learner programs.”

[\[NY\] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers \(Inside Edition\)](#)

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[\[NY\] American children as young as NINE found working in 'cult-run' NEW YORK factory \(Daily Mail\)](#)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[\[NY\] Upstate religious cult allegedly beats kids, forces them into labor \(New York Post\)](#)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. “They preach peace and love. But there’s another side of these people they don’t want you to see,” says a promo for the “Inside Edition” report, which airs 7 p.m. Friday on CBS.

Immigration

[Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year \(Breitbart\)](#)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since

President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

[AmericanHort welcomes H-2A improvement initiative \(Fresh Plaza\)](#)

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

[Ag leaders hope Trump can improve H-2A \(The Packer\)](#)

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

[More H-2B Visas for Seasonal Work Available This Summer \(Society for Human Resource Management\)](#)

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland's Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to The Baltimore Sun.

[Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown \(Think Progress\)](#)

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working Women

[The child-free life: Why so many American women are deciding not to have kids \(Washington Post\)](#)

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

[Federally Employed Women: Paving the Way for Equal Opportunity \(GovLoop\)](#)

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie

discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

[Women Less Optimistic Than Men About the Future of Work \(Benzinga\)](#)

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[\[IN\] Spots remain in girls STEM summer camp at Ivy Tech Kokomo \(Anderson Herald-Bulletin\)](#)

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation

[A Record Month for Raises \(Wall Street Journal\)](#)

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday

issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report “job creation around 170,000, absent a surprise increase in the labor force participation rate.”

[Should women feel ashamed for earning more than their male partners? \(MarketWatch\)](#)

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman’s savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they’re the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem “exhausting” and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

[Jobs Are Booming. Are Wages Next? \(Bloomberg\)](#)

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

[Tackling the ‘Motherhood Penalty’? Start With Benefits \(Bloomberg BNA\)](#)

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14

percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It's not just promotions and advancements that can be affected; project assignments, lucrative clients, and "good" shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

[Report: Summer Hiring Raising Voters' Wages Before Midterms \(Breitbart\)](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will "offer the maximum hourly wage they feel their business can afford" this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that "nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year." "Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious," said Snag CEO Peter Harrison.

The survey's data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump's lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

[A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market \(Daily Caller\)](#)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation's biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

[Psychologists: Women are not to blame for the wage gap \(EurekAlert!\)](#)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing

psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice's School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

[The right to raise a family without going broke \(The Week Magazine\)](#)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[\[VT\] Vermont will pay remote workers \\$10,000 to move here \(Burlington Free Press\)](#)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[\[DC\] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages \(Washington Post\)](#)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[\[MO\] Construction Industry Awaits Passage of Prevailing Wage Compromise \(St. Louis CNR\)](#)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[\[OR\] In a Tight Labor Market, High School Grads Can Make Big Salaries \(Cascade Business News\)](#)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

"One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary," said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[\[CA\] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says \(Los Angeles Times\)](#)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[\[CA\] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees \(KNBC-TV NBC 4 Los Angeles\)](#)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11

would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amaro. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[\[CA\] Disney Offers to Raise California Park Worker Pay to \\$15 an Hour \(Bloomberg\)](#)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum Wage

[Seven facts about tipped workers and the tipped minimum wage \(Economic Policy Institute\)](#)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

1. In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;
2. Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;
3. In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;
4. Tipped work is overwhelmingly low-wage work, even in D.C.;
5. Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;
6. The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.
7. The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[\[PA\] Gov. Wolf calls for increase of state's minimum wage \(WJAC-TV NBC 6 Johnstown\)](#)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[\[PA\] Despite lack of progress, higher minimum wage advocates see some bright spots \(WHYY Public Broadcasting\)](#)

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[\[NC\] Minimum wage hike would boost economy \(Wilson Daily Times\)](#)

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and, 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime

[\[LA\] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender \(Louisiana Record\)](#)

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement

in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave

[When high-profile women take short maternity leaves, it sends mixed message \(Chicago Tribune\)](#)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[\[MI\] Michigan manufacturers say paid sick leave mandate could hurt job growth \(Michigan Radio\)](#)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation

[\[MA\] Mother and Daughter Indicted for Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[\[LA\] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds \(Benzinga\)](#)

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[\[CA\] Co-owner of multistate cleaning company charged with comp fraud \(Business Insurance\)](#)

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what

she reported to insurers, according to the statement.

Employee Misclassification

[\[FL\] S1 Security Group Hit with Worker Misclassification Lawsuit \(ClassAction\)](#)

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

- Worked full time on a pre-set, regular schedule;
- Worked more than 56 hours per week for more than 132 weeks;
- Did not hold any other job during his time with S1 Security Group;
- Was under the defendants' absolute control during his work hours;
- Had no discretion to refuse work assignments;
- Was required to wear a uniform; and
- Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[\[CA\] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' \(ThinkProgress\)](#)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[\[CA\] Silicon Valley's "Flexibility" Fetish \(New Republic\)](#)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and

direction of the hirer.” Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, “When I asked drivers what they like about Uber, then every single time their top answer is ‘I get to be my own boss. I get to use you when I want to. I can do whatever I want.’”

Wage Violations

[\[NY\] Vance Targets Wage Theft in Manhattan Construction \(Manhattan Express\)](#)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. “Plain and simple — it’s stealing,” James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. “It’s stealing just like any other kind of stealing, and people that do it ought to face the consequences.”

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA’s charges. The construction company used face-recognition technology to track workers’ hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under “expense reimbursement” in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. “These timesheets weren’t just a here and there kind of thing,” Vance said at the press conference. “This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees’ timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented.”

Worker Safety

[Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers’ work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. “Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents,” the organization’s board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board’s list of 10 “Most Wanted” safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[\[SC\] 2 workers hurt in South Carolina construction collapse \(Durham Herald-Sun\)](#)

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[\[GA\] OSHA Construction Training Prepares Residents for the Workforce \(Valdosta Today\)](#)

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[\[FL\] Large crane collapses on home \(WFOR-TV CBS 4 Miami\)](#)

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[\[WI\] Caterpillar Worker Dies in Wisconsin Plant \(Labor Press\)](#)

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions

at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[\[MT\] OSHA fines Billings construction company after concrete beam fell on worker, killing him \(Billings Gazette\)](#)
(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to \$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[\[HI\] Hawaii reports surge in serious work-related accidents \(Business Insurance\)](#)
(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

Veteran

[A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers \(EdTech Times\)](#)

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

[Unique new hiring initiative focuses on student vets \(Military Times\)](#)

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and how does this fit into your existing commitments," Schmeling said. "If somebody has said, 'We're going to hire 10,000 veterans' – great. Let's make sure student veterans are a part of that."

[\[WI\] The Joseph Project raises vets' employment hopes \(Stars & Stripes\)](#)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn't have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson's The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson's office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren't guaranteed a job, but whether or not they are hired, it could open future doors.

[\[TX\] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers \(Gilmer Mirror\)](#)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M's AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA's Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. "Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers," said Secretary Perdue, who is a veteran of the U.S. Air Force. "Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes."

Union

[It's time to acknowledge that strikes work \(Washington Post\)](#)

(5/31/2018 1:20 PM, Alex Press)

At last month's Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they'd learned from this year's strikes. In doing so, they further kindled the spark lit during the West Virginia teachers' strike. If West Virginia teachers — some of the most poorly paid educators in one of the country's poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what's possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it's time to reiterate what many in the labor movement have long argued: strikes work.

It's easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump's election and the bitterly contested 2016 primary. Clearly, many feel they've been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women's marches. But those strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

[Largest federal employee union sues Trump over rollback of union protections \(Washington Post\)](#)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

[Federal employees sue Trump over executive order restricting union activity \(The Hill\)](#)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their

working hours is an illegal change to the Civil Service Report Act.

[Trump administration sued after trying to gut federal workers' union rights \(ThinkProgress\)](#)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

[Trump Moves to Curb Federal Employee Labor Protections \(American Prospect\)](#)

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

[Why the Teacher Strikes Matter So Much \(Daily Kos\)](#)

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp

geometry and algebra such that we felt competent in math.

[\[PA\] As construction booms, merger grows carpenters union clout in Pittsburgh \(Pittsburgh Post-Gazette\)](#)
(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[\[PA\] Striking nurses picket Wilkes-Barre General \(Wilkes-Barre Citizens' Voice\)](#)
(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[\[PA\] Nurses strike for patients; WB Gen owner locks them out until Tuesday \(Wilkes-Barre Times Leader\)](#)
(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[\[VA\] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize \(ARL Now\)](#)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[\[SC\] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant \(New York Times\)](#)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[\[SC\] Boeing South Carolina workers face union membership vote \(Fox Business\)](#)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[\[SC\] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South \(Charleston Post & Courier\)](#)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[\[SC\] Boeing S.C. flight line workers vote to unionize \(Charleston Business Journal\)](#)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[\[SC\] Boeing SC flight line workers vote to unionize, company says its 'disappointed' \(WCIV-TV ABC 4 Charleston\)](#)

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[\[SC\] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win \(Bloomberg\)](#)

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley.

In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[\[SC\] Flightline workers at North Charleston Boeing campus vote to unionize \(WCSC-TV CBS 5 Charleston\)](#)
(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American industry and the American worker.

[Editorial note: View video at source link]

[\[OH\] More than 300 AT&T workers in Dayton go on strike \(WDTN-TV 2 Dayton\)](#)
(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[\[MI\] Union, trade association say road work to continue in Michigan despite plans to sever ties \(Crain's Detroit Business\)](#)
(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[\[MI\] AT&T 'very prepared' to keep serving customers as union workers walk off job \(WEYI-TV NBC 25 Flint\)](#)
(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural

disasters, or even work stoppages."

[\[WI\] AT&T workers to strike in Milwaukee \(WTMJ-AM 620 Milwaukee\)](#)

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[\[IL\] WIU faculty and staff approve tentative employment agreement \(WGEM-TV NBC Quincy\)](#)

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[\[MO\] 'Right to work' firestorm smolders in Missouri — Here's what you need to know \(WDAF-TV Fox 4 Kansas City\)](#)

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[\[NM\] Fourth New Mexico county goes right-to-work \(Washington Examiner\)](#)

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[\[NV\] 50,000 Las Vegas workers set to strike, demand protection from robots \(KPLC-TV NBC 7 Lake Charles\)](#)

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[\[NV\] Possibility of Las Vegas casino workers' strike draws closer \(Central Utah Daily Herald\)](#)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[\[NV\] Unions, casinos continue negotiations hours before deadline \(Las Vegas Review-Journal\)](#)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[\[CA\] The Riverside Sheriffs' Association has given over \\$1 million this election cycle. But does the public know why? \(Palm Springs Desert Sun\)](#)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and

statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

Disability

[How Can Business Leaders Support Disabled Workers? \(Talent Economy\)](#)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[\[IN\] St. Vincent settles disability-discrimination lawsuit from EEOC \(Indianapolis Business Journal\)](#)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance

[Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo \(ABC News\)](#)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not know if the other driver was disciplined.

[The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. \(Fortune\)](#)

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in Epic Systems Corp v. Lewis. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a "hunting ground."

[These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce \(BuzzFeed\)](#)

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that "collecting this information would be complex and costly" and that employers may have "difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions."

[U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws \(HudsonValley360\)](#)

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. "To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path," said Acting Wage and Hour Division Administrator Bryan Jarrett.

[Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers \(Vox\)](#)

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, Bradley v. T-Mobile, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

[New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says \(WSEE-TV CBS 35 Erie\)](#)

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, The Tip Income Protection Act - Changes to Tip Pooling

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100

per violation."

[\[TX\] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row \(Cotton Farming\)](#)

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[\[WA\] New Laws Place Additional Restrictions on Washington Employers \(National Law Review\)](#)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[\[CA\] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling \(Top Class Actions\)](#)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave

[\[TX\] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question \(EmploymentLawDaily\)](#)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as “unemployed” while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than “unemployed” status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was “not performing services for wages”—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission’s decisions below had not determined the employee’s eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits “if [she met] all other requirements.” It was the county employer’s view that the Act’s definitions of “totally unemployed” and “partially unemployed” were relevant only as to eligibility, but not to the threshold issue of whether a claimant was “unemployed,” and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

Retirement

[DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency’s years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL’s previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser’s failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

[Solving America’s retirement security challenges \(CNBC\)](#)

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it’s a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

[Why U.S. Retirees Are Waiting Longer to Claim Social Security \(US News & World Report\)](#)

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

[Let's get real about planning: What an average retirement costs \(USA Today\)](#)

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

- Housing: \$1,322
- Transportation: \$567
- Health care: \$499
- Food: \$483
- Personal insurance/pensions: \$237
- Cash contributions: \$202
- Entertainment: \$197

[Want to join the 401\(k\) millionaires club? Here's how to do it \(USA Today\)](#)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren't saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year's first quarter, according to Fidelity. That's a 45% increase from one year prior. Of course,

there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it's possible to amass \$1 million and retire comfortably as a result. If that's the sort of goal you have in mind, here's how to get there.

1. Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn't demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.
2. Take full advantage of your employer match - If you're lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That's because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.
3. Invest your savings wisely - You may have noticed by now that we've applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it's just a bit below the stock market's average, which means it's a pretty fair benchmark for projecting returns.

[Gig Workers' Retirement Prospects Look Dim \(Forbes\)](#)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

[Pension and a paycheck? State may loosen 'double dipping' rules \(Boston Globe\)](#)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

[Side Hustles Are Changing How People Plan for Retirement \(Motley Fool\)](#)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

[Retirement Could Be Tougher in the Future \(World at Work\)](#)

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

[Some Tops Employees Will Lose Portions of Their Pensions \(WBEN-AM 930 Buffalo\)](#)

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[\[NY\] Tops Teamster workers fuming over loss of pensions \(WIVB-TV 4 Buffalo\)](#)

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund—which has a governing board separate from the Teamsters union—refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[\[MN\] Dayton signs pension bill aimed at long-term stability in state retirement system \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[\[CA\] California created a savings program for workers without retirement benefits. A group is suing to kill it \(Los Angeles Times\)](#)

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

Trade

[The U.S. Moves Closer to a Trade War With Allies \(Wall Street Journal\)](#)

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

[Trump moves on steel, aluminum tariffs despite lobbying efforts \(Politico\)](#)

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

[Trump's Steel Tariffs Could Hurt U.S. Coal Companies \(Bloomberg BNA\)](#)

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

[3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it \(Business Insider\)](#)

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has

cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

[TrumpTrade: How Trump's Trade Policies Divide CEOs \(Chief Executive\)](#)

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

[Trump's Trade War Would Be Very Bad for Many Americans \(Pacific Standard\)](#)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[\[MI\] Detroit Wins With NAFTA \(Heritage Foundation\)](#)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

National

[U.S. consumer spending accelerates; weekly jobless claims fall \(New York Times\)](#)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

[U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% \(Bloomberg\)](#)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

[U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter \(Bloomberg\)](#)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the

same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were “fairly broad-based in April,” said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday’s data. “It’s not like we’ll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households.”

[US consumer spending up 0.6 percent, best in 5 months \(ABC News\)](#)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month’s increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

[The next U.S. recession likely will be wok-shaped: shallower and longer \(MarketWatch\)](#)

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}

From: Wiatrowski, William - BLS
To: [Geale, Nicholas C. - OSEC](#); [Conway, Molly E - OSEC](#); [Pizzella, Patrick - OSEC](#)
Cc: [Wiatrowski, William - BLS](#)
Subject: Information from the Council of Economic Advisors
Date: Friday, June 01, 2018 10:12:57 AM

I know you are aware of the press surrounding the President's tweet this morning. I have been in touch with Stephen Barr of OPA about it. BLS followed all of our regular procedures.

I also wanted you to know the following --

Staff at the Council of Economic Advisors contacted me and were very apologetic. They said they are talking to White House counsel and OMB counsel and discussing ways to avoid in future. For example, reminder of rule with each briefing.

Separately I spoke with Nancy Potok, the Chief Economist of the US (part of OMB) and she is talking to her bosses and CEA to emphasize rules.

We have also gotten a request from the DOL Inspector General regarding our procedures and have received several FOIA requests. We are working with SOL on the FOIA requests.

If you need anything more from BLS, please let me know.

Bill

From: Wiatrowski, William - BLS
To: [Molina, Eric - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:13:04 AM
Attachments: [image003.jpg](#)

Know about it. Mentioned it to Potok.

Let it be.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [<mailto:Molina.Eric@bls.gov>] >

Date: Friday, Jun 01, 2018, 10:07 AM

To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [<mailto:Wiatrowski.William@bls.gov>] >, Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [<mailto:RuizdeGamboa.Nancy@bls.gov>] >

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov [<mailto:Bennett.Leslie@bls.gov>] >, Berrington, Emily - BLS <Berrington.Emily@bls.gov [<mailto:Berrington.Emily@bls.gov>] >

Subject: Trump's Tweet

Bill and Nancy,

I wanted to alert you to a tweet that the President sent prior to the Jobs Report being released. The tweet is vague, "Looking forward to seeing the employment numbers at 8:30 this morning." We read this tweet to mean that the Jobs Report was going in a positive direction. Obviously, we are concerned of any such statements because of the potential impact on markets before the actual numbers come out.

Thanks,

Eric

IMG [633]



Tweets
37.7K

Following
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Followers
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Likes
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Moments
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@realDonaldTrump

President of the United States of
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Washington, DC

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Joined March 2009

[Tweet to Donald J. Trump](#)

Tweets

Tweets & replies

Media



Donald J. Trump @realDonaldTrump · 19m

Canada has treated our Agricultural business and Farmers very poorly for a very long period of time. Highly restrictive on Trade! They must open their markets and take down their trade barriers! They report a really high surplus on trade with us. Do Timber & Lumber in U.S.?

3.3K

2.7K



10K



Donald J. Trump @realDonaldTrump · 2h

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7.6K

5.4K



30K

From: Molina, Eric - BLS
To: [Wiatrowski, William - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#)
Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: Trump's Tweet
Date: Friday, June 01, 2018 7:07:32 AM
Attachments: [image003.jpg](#)

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Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:08:40 AM
Attachments: [image003.jpg](#)

It is all over the news.

From: Molina, Eric - BLS <Molina.Eric@bls.gov [<mailto:Molina.Eric@bls.gov>] >

Date: Friday, Jun 01, 2018, 10:07 AM

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To: [Ruiz de Gamboa, Nancy - BLS](#); [Molina, Eric - BLS](#); [Wiatrowski, William - BLS](#)
Cc: [Bennett, Leslie - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:10:28 AM
Attachments: [image001.jpg](#)

Do we need to be in touch with OMB?

From: Ruiz de Gamboa, Nancy - BLS

Sent: Friday, June 01, 2018 10:09 AM

To: Molina, Eric - BLS <Molina.Eric@bls.gov>; Wiatrowski, William - BLS <Wiatrowski.William@bls.gov>

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov>; Berrington, Emily - BLS <Berrington.Emily@bls.gov>

Subject: RE: Trump's Tweet

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From: Molina, Eric - BLS <Molina.Eric@bls.gov [<mailto:Molina.Eric@bls.gov>] >

Date: Friday, Jun 01, 2018, 10:07 AM

To: Wiatrowski, William - BLS <Wiatrowski.William@bls.gov [<mailto:Wiatrowski.William@bls.gov>] >, Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov [<mailto:RuizdeGamboa.Nancy@bls.gov>] >

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Cc: [Bennett, Leslie - BLS](#); [Berrington, Emily - BLS](#)
Subject: RE: Trump's Tweet
Date: Friday, June 01, 2018 7:14:56 AM
Attachments: [image001.jpg](#)

Understood. Are you “whispering words of wisdom”?

From: Wiatrowski, William - BLS

Sent: Friday, June 01, 2018 10:13 AM

To: Molina, Eric - BLS <Molina.Eric@bls.gov>; Ruiz de Gamboa, Nancy - BLS <RuizdeGamboa.Nancy@bls.gov>

Cc: Bennett, Leslie - BLS <Bennett.Leslie@bls.gov>; Berrington, Emily - BLS <Berrington.Emily@bls.gov>

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Media



Donald J. Trump @realDonaldTrump · 19m

Canada has treated our Agricultural business and Farmers very poorly for a very long period of time. Highly restrictive on Trade! They must open their markets and take down their trade barriers! They report a really high surplus on trade with us. Do Timber & Lumber in U.S.?

3.3K

2.7K



10K



Donald J. Trump @realDonaldTrump · 2h

Looking forward to seeing the employment numbers at 8:30 this morning.

7.6K

5.4K



30K

From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
Subject: FW: DOL Daily Briefing (5-31-18)
Date: Thursday, May 31, 2018 3:18:31 AM
Attachments: [image002.jpg](#)
[DOL Daily Briefing \(5-31-18\).pdf](#)
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From: DOL Daily

Sent: Thursday, May 31, 2018 6:17:25 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

Subject: DOL Daily Briefing (5-31-18)

IMG [96]

DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

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TO:

U.S. Department of Labor & Staff

DATE:

Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion [#_Toc515510566]

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [#_Toc515510567]

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News) [#_Toc515510568]

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor) [#_Toc515510569]

DOL News Releases [#_Toc515510570]

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [#_Toc515510571]

Employment [#_Toc515510572]

U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post) [#_Toc515510573]

Survey: US businesses add a solid 178,000 jobs in May (Washington Post) [#_Toc515510574]

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch) [#_Toc515510575]

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga) [#_Toc515510576]

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept) [#_Toc515510577]

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now) [#_Toc515510578]

[NC] Job fair to cater to teens (Rocky Mount Telegram) [#_Toc515510579]

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg) [#_Toc515510580]

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend) [#_Toc515510581]

Unemployment [#_Toc515510582]

Businesses brace for a summer with record low unemployment (San Antonio Express-News) [#_Toc515510583]

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public) [#_Toc515510584]

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal) [#_Toc515510585]

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter) [#_Toc515510586]

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City) [#_Toc515510587]

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire) [#_Toc515510588]

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)

[#_Toc515510589]

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[#_Toc515510590]

Apprenticeship [#_Toc515510591]

Congress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[#_Toc515510592]

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC) [#_Toc515510593]

[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey)
[#_Toc515510596]

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [#_Toc515510598]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [#_Toc515510599]

Labor [#_Toc515510600]

Trump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [#_Toc515510601]

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [#_Toc515510602]

Recruiting the Next Generation of Welders (HPAC) [#_Toc515510603]

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [#_Toc515510604]

Striking a new bargain: Better jobs for more Americans (MinnPost) [#_Toc515510605]

Quitting your job is the new workplace rage (Whittier Daily News) [#_Toc515510606]

Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows (The Oklahoman)
[#_Toc515510607]

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald) [#_Toc515510608]

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

Child Labor [#_Toc515510624]

[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [#_Toc515510625]

Immigration [#_Toc515510626]

These Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post) [#_Toc515510627]

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

Work continues to improve H-2A visa program (High Plains Journal) [#_Toc515510633]

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360) [#_Toc515510637]

Working Women [#_Toc515510638]

The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress)

[#_Toc515510639]

Wages & Compensation [#_Toc515510640]

Walmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times) [#_Toc515510641]

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal) [#_Toc515510642]

Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [#_Toc515510650]

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business) [#_Toc515510651]

Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [#_Toc515510658]

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press) [#_Toc515510660]

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

Minimum Wage [#_Toc515510666]

Another side effect of higher minimum wages: Lower health-care benefits (Washington Post) [#_Toc515510667]

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post) [#_Toc515510668]

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

Overtime [#_Toc515510672]

[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

Paid Leave [#_Toc515510675]

[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

Worker’s Compensation [#_Toc515510677]

[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers’ Compensation Benefits? (Lexology) [#_Toc515510680]

Employee Misclassification [#_Toc515510681]

Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [#_Toc515510682]

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News) [#_Toc515510683]

Wage Violations [#_Toc515510684]

[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

Worker Safety [#_Toc515510688]

Safety commission drills down on OSHA’s general duty clause (Business Insurance) [#_Toc515510689]

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk &Insurance) [#_Toc515510690]

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice) [#_Toc515510691]

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [#_Toc515510696]

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [#_Toc515510697]

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

Veteran [#_Toc515510701]

[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

Union [#_Toc515510704]

Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review)

[#_Toc515510714]

[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)
[#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)
[#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

Disability [#_Toc515510724]

Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

Law & Compliance [#_Toc515510728]

Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes)
[#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say
(Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review)
[#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[#_Toc515510738]

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

Retirement [#_Toc515510740]

Can the Fiduciary Rule Be Saved? (Investopedia) [#_Toc515510741]

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

What Happens if We All Run Out of Money for Retirement? (US News & World Report) [#_Toc515510743]

Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

How Technology Is Disrupting Retirement Planning (The Street) [#_Toc515510745]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

Is The World Ready For Retirement? (Wealth Advisor) [#_Toc515510747]

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

Trade [#_Toc515510751]

U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

National [#_Toc515510755]

Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz)
<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting

them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)
[<http://bangordailynews.com/2018/05/29/business/maine-company...>]

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor)
[<https://www.foxbangor.com/news/item/27687-cianbro-training-i...>]

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [<https://www.dol.gov/newsroom/releases/whd/whd20180530>]

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.daillyamerican.com/news/local/somerset/inbrief/la...\]](https://www.daillyamerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)

[<https://www.huffingtonpost.com/entry/these-indian-womens-liv...>]

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)

[<http://www.newsweek.com/trump-administrations-h-1b-visa-frau...>]

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)

[<https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...>]

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)

[<http://www.breitbart.com/immigration/2018/05/30/asylum-looph...>]

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[\[https://blog.walmart.com/opportunity/20180530/why-were-offer...\]](https://blog.walmart.com/opportunity/20180530/why-were-offer...)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [\[https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...\]](https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[\[https://www.foxbusiness.com/markets/companies-hiking-wages-a...\]](https://www.foxbusiness.com/markets/companies-hiking-wages-a...)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinel-source.com/news/local/keene-teachers-unio...\]](http://www.sentinel-source.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAE Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[\[https://www.meetingstoday.com/newsevents/industrynews/indust...\]](https://www.meetingstoday.com/newsevents/industrynews/indust...)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[\[https://lasvegassun.com/news/2018/may/30/union-strike-would-...\]](https://lasvegassun.com/news/2018/may/30/union-strike-would-...)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[\[http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...\]](http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[\[http://triblive.com/business/headlines/13706378-74/union-las...\]](http://triblive.com/business/headlines/13706378-74/union-las...)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & ComplianceSenators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — Dynamex Operations West v Superior Court — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in Epic Systems Corp. v. Lewis could "significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In Dighello, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[\[https://www.plunkettcooney.com/blogs-thesophisticatedemployee...\]](https://www.plunkettcooney.com/blogs-thesophisticatedemployee...)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[\[https://www.law360.com/texas/articles/1048296\]](https://www.law360.com/texas/articles/1048296)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [\[https://www.investopedia.com/news/can-fiduciary-rule-be-save...\]](https://www.investopedia.com/news/can-fiduciary-rule-be-save...)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

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Survey: US businesses add a solid 178,000 jobs
in May (Washington Post) 8

U.S. jobs growth continues in May as labor
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ADP National Employment Report: Private
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Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South's health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to "furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees." To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and "To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future." "Nurses are bargaining for improvements in patient safety and workers' rights, yet management has failed to reach an agreement that nurses will find acceptable," said Alice Barden, president of HPAE Local 5004. "Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital."

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company's anti-union activities. "We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn't believe we got a fair election. We're happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers," said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

"General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it," a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an "act of Congress" for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc.*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
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DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

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TO:

U.S. Department of Labor & Staff

DATE:

Friday, June 1, 2018 6:00 AM ET

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Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [#_Toc515597068]

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo) [#_Toc515597069]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy) [#_Toc515597070]

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [#_Toc515597071]

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[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [#_Toc515597074]

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Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [#_Toc515597077]

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[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [#_Toc515597079]

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[NC] IBM confirms Watson Health layoffs, says cuts are ‘small percentage’ of workforce (WRAL TechWire) [#_Toc515597081]

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon) [#_Toc515597082]

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel) [#_Toc515597083]

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More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [#_Toc515597088]

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [#_Toc515597089]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [#_Toc515597090]

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [#_Toc515597091]

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle) [#_Toc515597092]

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Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire) [#_Toc515597097]

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor) [#_Toc515597098]

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [#_Toc515597099]

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [#_Toc515597100]

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [#_Toc515597101]

CareerCast’s 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga) [#_Toc515597102]

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga) [#_Toc515597103]

Employers' use of temporary, contract workers continues to increase (HR Dive) [#_Toc515597104]

[NY] Should employees have a right to disconnect? (HR Dive) [#_Toc515597105]

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle) [#_Toc515597106]

[GA] Teach For America raising concerns in teaching profession (Daily Illini) [#_Toc515597107]

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times & Free Press) [#_Toc515597108]

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [#_Toc515597109]

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon) [#_Toc515597110]

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press) [#_Toc515597111]

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business) [#_Toc515597112]

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter) [#_Toc515597113]

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate) [#_Toc515597114]

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post) [#_Toc515597115]

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan) [#_Toc515597116]

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [#_Toc515597117]

[CA] Silicon Valley's company towns are doomed (Co.Design) [#_Toc515597118]

Child Labor [#_Toc515597119]

Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [#_Toc515597120]

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [#_Toc515597121]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail) [#_Toc515597122]

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post) [#_Toc515597123]

Immigration [#_Toc515597124]

Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart) [#_Toc515597125]

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza) [#_Toc515597126]

Ag leaders hope Trump can improve H-2A (The Packer) [#_Toc515597127]

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management) [#_Toc515597128]

Medical groups warn Trump of ‘imminent healthcare repercussions’ due to visa crackdown (Think Progress) [#_Toc515597129]

Working Women [#_Toc515597130]

The child-free life: Why so many American women are deciding not to have kids (Washington Post) [#_Toc515597131]

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop) [#_Toc515597132]

Women Less Optimistic Than Men About the Future of Work (Benzinga) [#_Toc515597133]

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [#_Toc515597134]

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A Record Month for Raises (Wall Street Journal) [#_Toc515597136]

Should women feel ashamed for earning more than their male partners? (MarketWatch) [#_Toc515597137]

Jobs Are Booming. Are Wages Next? (Bloomberg) [#_Toc515597138]

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [#_Toc515597139]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [#_Toc515597140]

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller) [#_Toc515597141]

Psychologists: Women are not to blame for the wage gap (EurekAlert!) [#_Toc515597142]

The right to raise a family without going broke (The Week Magazine) [#_Toc515597143]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press) [#_Toc515597144]

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers’ wages (Washington Post) [#_Toc515597145]

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR) [#_Toc515597146]

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News) [#_Toc515597147]

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [#_Toc515597148]

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles) [#_Toc515597149]

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg) [#_Toc515597150]

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Seven facts about tipped workers and the tipped minimum wage (Economic Policy Institute) [#_Toc515597152]

[PA] Gov. Wolf calls for increase of state’s minimum wage (WJAC-TV NBC 6 Johnstown) [#_Toc515597153]

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [#_Toc515597154]

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [#_Toc515597155]

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[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [#_Toc515597157]

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When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune) [#_Toc515597159]

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio) [#_Toc515597160]

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[MA] Mother and Daughter Indicted for Workers' Compensation Fraud (WorkersCompensation) [#_Toc515597162]

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [#_Toc515597163]

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [#_Toc515597164]

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[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [#_Toc515597166]

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [#_Toc515597167]

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [#_Toc515597168]

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[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [#_Toc515597170]

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Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [#_Toc515597172]

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [#_Toc515597173]

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [#_Toc515597174]

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [#_Toc515597175]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [#_Toc515597176]

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [#_Toc515597177]

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance) [#_Toc515597178]

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A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [#_Toc515597180]

Unique new hiring initiative focuses on student vets (Military Times) [#_Toc515597181]

[WI] The Joseph Project raises vets' employment hopes (Stars & Stripes) [#_Toc515597182]

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror) [#_Toc515597183]

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It's time to acknowledge that strikes work (Washington Post) [#_Toc515597185]

Largest federal employee union sues Trump over rollback of union protections (Washington Post) [#_Toc515597186]

Federal employees sue Trump over executive order restricting union activity (The Hill) [#_Toc515597187]

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress) [#_Toc515597188]

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [#_Toc515597189]

Why the Teacher Strikes Matter So Much (Daily Kos) [#_Toc515597190]

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [#_Toc515597191]

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice) [#_Toc515597192]

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader) [#_Toc515597193]

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [#_Toc515597194]

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times) [#_Toc515597195]

[SC] Boeing South Carolina workers face union membership vote (Fox Business) [#_Toc515597196]

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South (Charleston Post & Courier) [#_Toc515597197]

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal) [#_Toc515597198]

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [#_Toc515597199]

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [#_Toc515597200]

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [#_Toc515597201]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton) [#_Toc515597202]

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [#_Toc515597203]

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint) [#_Toc515597204]

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [#_Toc515597205]

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy) [#_Toc515597206]

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [#_Toc515597207]

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner) [#_Toc515597208]

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles) [#_Toc515597209]

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald) [#_Toc515597210]

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal) [#_Toc515597211]

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [#_Toc515597212]

Disability [#_Toc515597213]

How Can Business Leaders Support Disabled Workers? (Talent Economy) [#_Toc515597214]

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal) [#_Toc515597215]

Law & Compliance [#_Toc515597216]

Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [#_Toc515597217]

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune) [#_Toc515597218]

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed) [#_Toc515597219]

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [#_Toc515597220]

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox) [#_Toc515597221]

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [#_Toc515597222]

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming) [#_Toc515597223]

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review) [#_Toc515597224]

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [#_Toc515597225]

Family and Medical Leave [#_Toc515597226]

[TX] Unpaid FMLA leave may be ‘unemployment’ in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [#_Toc515597227]

Retirement [#_Toc515597228]

DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor) [#_Toc515597229]

Solving America’s retirement security challenges (CNBC) [#_Toc515597230]

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report) [#_Toc515597231]

Let’s get real about planning: What an average retirement costs (USA Today) [#_Toc515597232]

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today) [#_Toc515597233]

Gig Workers’ Retirement Prospects Look Dim (Forbes) [#_Toc515597234]

Pension and a paycheck? State may loosen ‘double dipping’ rules (Boston Globe) [#_Toc515597235]

Side Hustles Are Changing How People Plan for Retirement (Motley Fool) [#_Toc515597236]

Retirement Could Be Tougher in the Future (World at Work) [#_Toc515597237]

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo) [#_Toc515597238]

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo) [#_Toc515597239]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [#_Toc515597240]

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [#_Toc515597241]

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The U.S. Moves Closer to a Trade War With Allies (Wall Street Journal) [#_Toc515597243]

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico) [#_Toc515597244]

Trump’s Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [#_Toc515597245]

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [#_Toc515597246]

TrumpTrade: How Trump’s Trade Policies Divide CEOs (Chief Executive) [#_Toc515597247]

Trump’s Trade War Would Be Very Bad for Many Americans (Pacific Standard) [#_Toc515597248]

[MI] Detroit Wins With NAFTA (Heritage Foundation) [#_Toc515597249]

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U.S. consumer spending accelerates; weekly jobless claims fall (New York Times) [#_Toc515597251]

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg) [#_Toc515597252]

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg) [#_Toc515597253]

US consumer spending up 0.6 percent, best in 5 months (ABC News) [#_Toc515597254]

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch) [#_Toc515597255]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [<http://www.berksmontnews.com/general-news/20180531/departmen...>]

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

Unemployment Insurance Weekly Claims (Department of Labor)
[<https://www.dol.gov/sites/default/files/documents/newsroom/r...>]

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

EmploymentJobs Report for May: Here's What to Watch For (New York Times)
[\[https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...\]](https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

U.S. job growth seen picking up, wage growth likely moderate (New York Times)
[\[https://www.nytimes.com/reuters/2018/06/01/business/01reuter...\]](https://www.nytimes.com/reuters/2018/06/01/business/01reuter...)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy. Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists. The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

5 Things to Watch in the May Jobs Report (Wall Street Journal) [\[https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...\]](https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.

Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.

How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?

Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage

increases, but overall pay gains have decelerated in recent months, perplexing economists.

Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

Job growth seen robust in May, but workers still looking for pay raise (CNBC)

[\[https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...\]](https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

May jobs report, what will it take to roil the markets (Fox Business) [\[https://www.foxbusiness.com/markets/may-jobs-report-what-wil...\]](https://www.foxbusiness.com/markets/may-jobs-report-what-wil...)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

US job growth might have picked up in May despite trade rift (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-job-growth-pick...\]](https://abcnews.go.com/Business/wireStory/us-job-growth-pick...)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

These franchises are hiring hundreds of workers this summer (Fox Business)

[\[https://www.foxbusiness.com/features/these-franchises-are-hi...\]](https://www.foxbusiness.com/features/these-franchises-are-hi...)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [\[http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...\]](http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

Got Jobs? Dairy Does (National Milk Producers Federation) [\[http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...\]](http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the "Got Jobs?" campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [\[http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...\]](http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo)
[\[https://www.wkbw.com/news/hiring-716/the-industries-projected...\]](https://www.wkbw.com/news/hiring-716/the-industries-projected...)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York's workforce development.

[Editorial note: See list at source link]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy)
[\[http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...\]](http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [\[http://www.kentucky.com/news/state/kentucky/article212246574...\]](http://www.kentucky.com/news/state/kentucky/article212246574...)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance)
[\[http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...\]](http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The

fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[WI] Foxconn can keep workers in state (La Crosse Tribune) [<http://lacrosetribune.com/opinion/columnists/tom-still-foxc...>]

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [<http://www.fresnobee.com/opinion/article212270549.html>]

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building, 2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

UnemploymentUS Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [<https://www.wsj.com/articles/us-jobless-claims-declined-in-w...>]

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torrey)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor

Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [<https://www.marketwatch.com/story/jobless-claims-drop-13000-...>]

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [<https://www.cnn.com/2018/05/31/sears-plans-to-close-72-more-...>]

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to close next.

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [<https://www.sevendaysvt.com/OffMessage/archives/2018/05/31/k...>]

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [<http://www.carrollcountytimes.com/bs-hs-flood-displaced-work...>]

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[NC] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...\]](https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon)
[\[https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...\]](https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel)
[\[http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...\]](http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times)
[\[http://www.nwitimes.com/business/jobs-and-employment/unemplo...\]](http://www.nwitimes.com/business/jobs-and-employment/unemplo...)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

ApprenticeshipRise of the apprentice: A European tradition comes to the US (MSN) [<http://www.msn.com/en-us/news/other/rise-of-the-apprentice-a...>]

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [<https://www.reuters.com/article/us-world-work-apprentice/the...>]

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [<https://www.insurancejournal.com/news/national/2018/05/31/49...>]

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across

multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [<http://www.localsyr.com/news/local-news/cny-manufacturing-ap...>]

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [<https://urbanmilwaukee.com/pressrelease/u-s-senator-tammy-ba...>]

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [<https://findorff.com/creating-a-foundation-to-build-careers-...>]

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum.

This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle)
[<https://www.king5.com/article/news/local/swiss-apprenticeshi...>]

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

LaborAmerican health-care workers are committing suicide in unprecedented numbers (The Hill)
[<http://thehill.com/opinion/healthcare/389999-american-health...>]

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide — five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

The Heavy Toll of Opioids on America's Labor Force (US News & World Report)
[<https://www.usnews.com/news/healthiest-communities/articles/...>]

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy — on victims, their families, colleagues and communities — all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

Public sector jobs: States where the most people work for the government (USA Today)

[\[https://www.usatoday.com/story/money/economy/2018/06/01/stat...\]](https://www.usatoday.com/story/money/economy/2018/06/01/stat...)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire)

[\[https://www.businesswire.com/news/home/20180531005217/en\]](https://www.businesswire.com/news/home/20180531005217/en)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor)

[\[https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...\]](https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the

U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [http://www.heraldcourier.com/news/business_ap/hard-at-work-e...]

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [<http://www.newson6.com/story/38315741/report-online-lending-...>]

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7 billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/r11806804/the-l...>]

(5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of

small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11804456/caree...\]](https://www.benzinga.com/pressreleases/18/05/r11804456/caree...)

(5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...\]](https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-

service.

Employers' use of temporary, contract workers continues to increase (HR Dive)
[<https://www.hrdive.com/news/employers-use-of-temporary-contr...>]

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[NY] Should employees have a right to disconnect? (HR Dive) [<https://www.hrdive.com/news/should-employees-have-a-right-to...>]

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle)
[<https://www.charlestonchronicle.net/2018/05/31/myers-crossin...>]

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to

college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[GA] Teach For America raising concerns in teaching profession (Daily Illini)

[\[https://dailyillini.com/news/2018/05/31/teach-for-america-ra...\]](https://dailyillini.com/news/2018/05/31/teach-for-america-ra...)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times &Free Press)

[\[http://www.timesfreepress.com/news/local/story/2018/jun/01/n...\]](http://www.timesfreepress.com/news/local/story/2018/jun/01/n...)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential to ensure that community members with a record can actually build productive lives after serving their time.

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [\[http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...\]](http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon)
http://www.starbeacon.com/news/local_news/a-tech-opens-indus...

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press)
<https://www.freep.com/story/money/business/john-gallagher/20...>

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it "Economic gardening." And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business)
<http://www.crainsdetroit.com/article/20180531/blog200/662176...>

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential or apprenticeship program.

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter)
<http://www.chicagoreporter.com/why-doesnt-chicago-have-worke...>

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops

such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate)

[\[http://www.theadvocate.com/new_orleans/news/communities/st_t...\]](http://www.theadvocate.com/new_orleans/news/communities/st_t...)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post)

[\[http://yourhub.denverpost.com/blog/2018/05/job-corps-student...\]](http://yourhub.denverpost.com/blog/2018/05/job-corps-student...)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan)

[\[https://www.coloradoan.com/story/news/local/colorado/2018/05...\]](https://www.coloradoan.com/story/news/local/colorado/2018/05...)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest in Colorado," said David Lopez, sitting at his computer. "Prepositioning. PREPO," he clarified, recognizing the confused look on this reporter's face. Lopez, 19, deals with a lot of acronyms and abbreviations. He's fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working

behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [<http://q13fox.com/2018/05/31/where-are-the-workers-a-farm-cr...>]

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

"What could have been a stellar season I can say was probably not," Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[CA] Silicon Valley’s company towns are doomed (Co.Design) [<https://www.fastcodesign.com/90174299/silicon-valleys-compan...>]

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child LaborCongressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [<http://www.safetyandhealthmagazine.com/articles/print/17109-...>]

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [<https://www.insideedition.com/investigation-finds-children-w...>]

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail)
[\[http://www.dailymail.co.uk/news/article-5792489/Children-you...\]](http://www.dailymail.co.uk/news/article-5792489/Children-you...)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post)
[\[https://nypost.com/2018/05/31/upstate-religious-cult-alleged...\]](https://nypost.com/2018/05/31/upstate-religious-cult-alleged...)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. "They preach peace and love. But there's another side of these people they don't want you to see," says a promo for the "Inside Edition" report, which airs 7 p.m. Friday on CBS.

ImmigrationReport: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart)
[\[http://www.breitbart.com/big-government/2018/05/31/report-mo...\]](http://www.breitbart.com/big-government/2018/05/31/report-mo...)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B

foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza)
[<http://www.freshplaza.com/article/195652/AmericanHort-welcom...>]

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

Ag leaders hope Trump can improve H-2A (The Packer) [<https://www.thepacker.com/article/ag-leaders-hope-trump-can-...>]

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management)
[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acqu...>]

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland’s Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to

The Baltimore Sun.

Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown (Think Progress)
[<https://thinkprogress.org/international-doctors-suffer-from-...>]

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working WomenThe child-free life: Why so many American women are deciding not to have kids (Washington Post) [<https://www.washingtonpost.com/local/the-child-free-life-why...>]

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop)
[<https://www.govloop.com/federally-employed-women-paving-way-...>]

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

Women Less Optimistic Than Men About the Future of Work (Benzinga)
[<https://www.benzinga.com/pressreleases/18/05/r11804508/women...>]

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a

quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [<http://www.heraldbulletin.com/indiana/news/spots-remain-in-g...>]

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation A Record Month for Raises (Wall Street Journal) [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>]

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate."

Should women feel ashamed for earning more than their male partners? (MarketWatch) [<https://www.marketwatch.com/story/should-women-feel-ashamed-...>]

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman's savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they're the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would

feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem "exhausting" and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

Jobs Are Booming. Are Wages Next? (Bloomberg) [<https://www.bloomberg.com/view/articles/2018-05-31/may-u-s-j...>]

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [<https://biglawbusiness.com/tackling-the-motherhood-penalty-s...>]

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14 percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It’s not just promotions and advancements that can be affected; project assignments, lucrative clients, and “good” shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [<http://www.breitbart.com/2018->

[elections/2018/05/30/report-su...\]](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will “offer the maximum hourly wage they feel their business can afford” this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that “nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year.” “Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious,” said Snag CEO Peter Harrison.

The survey’s data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump’s lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller)

[\[http://dailycaller.com/2018/05/31/small-businesses-raising-w...\]](http://dailycaller.com/2018/05/31/small-businesses-raising-w...)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation’s biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

Psychologists: Women are not to blame for the wage gap (EurekAlert!)

[\[https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...\]](https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice’s School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal Industrial and Organizational Psychology.

The right to raise a family without going broke (The Week Magazine) [\[http://theweek.com/articles/775752/right-raise-family-withou...\]](http://theweek.com/articles/775752/right-raise-family-withou...)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press)

[\[https://www.burlingtonfreepress.com/story/news/local/vermont...\]](https://www.burlingtonfreepress.com/story/news/local/vermont...)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages (Washington Post)

[\[https://www.washingtonpost.com/\]](https://www.washingtonpost.com/)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR)

[\[http://stlouiscnr.com/departments/associations/construction-...\]](http://stlouiscnr.com/departments/associations/construction-...)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's

minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News)
[<http://cascadebusnews.com/tight-labor-market-high-school-gra...>]

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

“One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary,” said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [<http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...>]

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles)
[<https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...>]

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11 would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amato. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the

Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...\]](https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum WageSeven facts about tipped workers and the tipped minimum wage (Economic Policy Institute)
[\[https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...\]](https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;

Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;

In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;

Tipped work is overwhelmingly low-wage work, even in D.C.;

Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;

The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.

The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[PA] Gov. Wolf calls for increase of state's minimum wage (WJAC-TV NBC 6 Johnstown)
[\[http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...\]](http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many

Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [<https://whyy.org/articles/despite-lack-of-progress-higher-mi...>]

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [<http://www.wilsonsontimes.com/stories/minimum-wage-hike-would-b...>]

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and. 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [<https://louisianarecord.com/stories/511435618-federal-judge-...>]

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's

claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune)
[<http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...>]

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio)
[<http://michiganradio.org/post/michigan-manufacturers-say-pai...>]

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation [MA] Mother and Daughter Indicted for Workers' Compensation Fraud
(WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29565]

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the

state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/p11805507/louis...>]

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what she reported to insurers, according to the statement.

Employee Misclassification[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [<https://www.classaction.org/news/s1-security-group-hit-with-...>]

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

Worked full time on a pre-set, regular schedule;

Worked more than 56 hours per week for more than 132 weeks;

Did not hold any other job during his time with S1 Security Group;

Was under the defendants' absolute control during his work hours;

Had no discretion to refuse work assignments;

Was required to wear a uniform; and

Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [\[https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...\]](https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [\[https://newrepublic.com/article/148613/silicon-valleys-flexi...\]](https://newrepublic.com/article/148613/silicon-valleys-flexi...)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and direction of the hirer." Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, "When I asked drivers what they like about Uber, then every single time their top answer is 'I get to be my own boss. I get to use you when I want to. I can do whatever I want.'"

Wage Violations[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [\[http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...\]](http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. "Plain and simple — it's stealing," James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. "It's stealing just like any other kind of stealing, and people that do it ought to face the consequences."

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under "expense reimbursement" in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. "These timesheets weren't just a here and there kind of thing," Vance said at the press conference. "This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees' timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented."

Worker Safety Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29563]

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. "Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents," the organization's board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 "Most Wanted" safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [<http://www.heraldsun.com/news/state/south-carolina/article21...>]

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [<http://valdostatoday.com/2018/05/osha-construction-training-...>]

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [<http://miami.cbslocal.com/2018/05/30/crane-collapse-homes-la...>]

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [<http://laborpress.org/caterpillar-worker-dies-in-wisconsin-p...>]

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [<http://billingsgazette.com/news/local/osha-fines-billings-co...>]

(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to

\$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance)
[<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

VeteranA Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [<https://edtechtimes.com/2018/05/31/code-platoon-coding-bootc...>]

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

Unique new hiring initiative focuses on student vets (Military Times)
[<https://rebootcamp.militarytimes.com/news/employment/2018/05...>]

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and

how does this fit into your existing commitments,” Schmeling said. “If somebody has said, ‘We’re going to hire 10,000 veterans’ – great. Let’s make sure student veterans are a part of that.”

[WI] The Joseph Project raises vets’ employment hopes (Stars & Stripes)
[\[https://www.stripes.com/news/veterans/the-joseph-project-rai...\]](https://www.stripes.com/news/veterans/the-joseph-project-rai...)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn’t have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson’s The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson’s office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren’t guaranteed a job, but whether or not they are hired, it could open future doors.

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror)
[\[http://www.gilmermirror.com/view/full_story/27574125/article...\]](http://www.gilmermirror.com/view/full_story/27574125/article...)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M’s AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA’s Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. “Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers,” said Secretary Perdue, who is a veteran of the U.S. Air Force. “Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes.”

UnionIt’s time to acknowledge that strikes work (Washington Post)
[\[https://www.washingtonpost.com/news/posteverything/wp/2018/0...\]](https://www.washingtonpost.com/news/posteverything/wp/2018/0...)

(5/31/2018 1:20 PM, Alex Press)

At last month’s Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they’d learned from this year’s strikes. In doing so, they further kindled the spark lit during the West Virginia teachers’ strike. If West Virginia teachers — some of the most poorly paid educators in one of the country’s poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what’s possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it’s time to reiterate what many in the labor movement have long argued: strikes work.

It’s easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump’s election and the bitterly contested 2016 primary. Clearly, many feel they’ve been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women’s marches. But those

strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

Largest federal employee union sues Trump over rollback of union protections (Washington Post)
[\[https://www.washingtonpost.com/politics/largest-federal-empl...\]](https://www.washingtonpost.com/politics/largest-federal-empl...)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

Federal employees sue Trump over executive order restricting union activity (The Hill)
[\[http://thehill.com/regulation/court-battles/390150-federal-e...\]](http://thehill.com/regulation/court-battles/390150-federal-e...)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their working hours is an illegal change to the Civil Service Report Act.

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress)
[\[https://thinkprogress.org/trump-administration-sued-for-gutt...\]](https://thinkprogress.org/trump-administration-sued-for-gutt...)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of

Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [<http://prospect.org/article/trump-moves-curb-federal-employee...>]

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

Why the Teacher Strikes Matter So Much (Daily Kos) [<https://www.dailykos.com/stories/2018/5/31/1768496/-Why-the-...>]

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp geometry and algebra such that we felt competent in math.

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [<http://www.post-gazette.com/business/career-workplace/2018/0...>]

(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice)
[\[http://citizensvoice.com/news/striking-nurses-picket-wilkes-...\]](http://citizensvoice.com/news/striking-nurses-picket-wilkes-...)

(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader)
[\[https://www.timesleader.com/news/local/706151/nurses-strike-...\]](https://www.timesleader.com/news/local/706151/nurses-strike-...)

(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [\[https://www.arlnow.com/2018/05/30/workers-at-army-national-g...\]](https://www.arlnow.com/2018/05/30/workers-at-army-national-g...)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times)
[\[https://www.nytimes.com/reuters/2018/05/31/business/31reuter...\]](https://www.nytimes.com/reuters/2018/05/31/business/31reuter...)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[SC] Boeing South Carolina workers face union membership vote (Fox Business)

[\[https://www.foxbusiness.com/politics/boeing-south-carolina-w...\]](https://www.foxbusiness.com/politics/boeing-south-carolina-w...)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South

(Charleston Post & Courier) [\[https://www.postandcourier.com/business/boeing-s-flight-line...\]](https://www.postandcourier.com/business/boeing-s-flight-line...)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal)

[\[https://charlestonbusiness.com/news/aerospace/74560/\]](https://charlestonbusiness.com/news/aerospace/74560/)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [<http://abcnews4.com/news/local/flight-line-technicians-at-bo...>]

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [<https://www.bloomberg.com/news/articles/2018-05-31/boeing-so...>]

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley. In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [<http://www.live5news.com/story/38314195/flightline-workers-a...>]

(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American

industry and the American worker.

[Editorial note: View video at source link]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton)
[<http://www.wdtn.com/news/local-news/more-than-300-at-t-worke...>]

(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [<http://www.craindetroit.com/article/20180531/news/662331/un...>]

(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint)
[<http://nbc25news.com/news/local/att-very-prepared-to-keep-se...>]

(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural disasters, or even work stoppages."

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [<https://www.wtmj.com/news/at-t-workers-to-strike-in-milwaukee...>]

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same

thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy)
[<http://www.wgem.com/story/38317410/2018/05/31/wiu-faculty-an...>]

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [<http://fox4kc.com/2018/05/31/right-to-work-firestorm-smolder...>]

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner)
[<https://www.washingtonexaminer.com/opinion/op-eds/chaves-cou...>]

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles)
[<http://www.kplctv.com/story/38319444/50000-las-vegas-workers...>]

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald)
[\[https://www.heraldextra.com/entertainment/possibility-of-las...\]](https://www.heraldextra.com/entertainment/possibility-of-las...)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/unions...\]](https://www.reviewjournal.com/business/casinos-gaming/unions...)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [\[https://www.desertsun.com/story/news/politics/2018/05/31/tds...\]](https://www.desertsun.com/story/news/politics/2018/05/31/tds...)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

DisabilityHow Can Business Leaders Support Disabled Workers? (Talent Economy)
[\[http://www.talenteconomy.io/2018/05/30/how-can-business-lead...\]](http://www.talenteconomy.io/2018/05/30/how-can-business-lead...)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal)
[\[https://www.ibj.com/articles/69030-st-vincent-settles-disabi...\]](https://www.ibj.com/articles/69030-st-vincent-settles-disabi...)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [<https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...>]

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not

know if the other driver was disciplined.

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune)

[<http://fortune.com/2018/05/31/gretchen-carlson-supreme-court...>]

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in *Epic Systems Corp v. Lewis*. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a “hunting ground.”

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed)

[<https://www.buzzfeed.com/lamvo/sexual-harrassment-data-gilli...>]

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that “collecting this information would be complex and costly” and that employers may have “difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions.”

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [<https://www.hudsonvalley360.com/article/us-department-labor-...>]

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. “To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path,” said Acting Wage and Hour Division Administrator Bryan Jarrett.

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox)
[<https://www.vox.com/policy-and-politics/2018/5/31/17408884/f...>]

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, *Bradley v. T-Mobile*, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [<http://www.eriectvnews.com/story/38315723/new-federal-tip-poo...>]

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, *The Tip Income Protection Act - Changes to Tip Pooling*

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100 per violation."

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming)
[<https://www.cottonfarming.com/ginning-marketplace/departmen...>]

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review)
[<https://www.natlawreview.com/article/new-laws-place-addition...>]

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave[TX] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [<http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...>]

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as "unemployed" while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than "unemployed" status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was "not performing services for wages"—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission's decisions below had not determined the employee's eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits "if [she met] all other requirements." It was the county employer's view that the Act's definitions of "totally unemployed" and "partially unemployed" were relevant only as to eligibility, but not to the threshold issue of whether a claimant was "unemployed," and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

RetirementDOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor)
[<https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...>]

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency's years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL's previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser's failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

Solving America's retirement security challenges (CNBC) [<https://www.cnbc.com/2018/05/31/solving-americas-retirement-...>]

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it's a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report)
[<https://money.usnews.com/investing/news/articles/2018-05-31/...>]

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

Let's get real about planning: What an average retirement costs (USA Today)
[<https://www.usatoday.com/story/money/personalfinance/retirem...>]

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, “older households” — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That’s about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees’ spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here’s the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

Housing: \$1,322

Transportation: \$567

Health care: \$499

Food: \$483

Personal insurance/pensions: \$237

Cash contributions: \$202

Entertainment: \$197

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today)

[\[https://www.usatoday.com/story/money/personalfinance/retirem...\]](https://www.usatoday.com/story/money/personalfinance/retirem...)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren’t saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year’s first quarter, according to Fidelity. That’s a 45% increase from one year prior. Of course, there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it’s possible to amass \$1 million and retire comfortably as a result. If that’s the sort of goal you have in mind, here’s how to get there.

Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn’t demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.

Take full advantage of your employer match - If you’re lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That’s because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.

Invest your savings wisely - You may have noticed by now that we’ve applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it’s just a bit below the stock market’s average, which means it’s a pretty fair benchmark for projecting returns.

Gig Workers' Retirement Prospects Look Dim (Forbes)
[\[https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...\]](https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

Pension and a paycheck? State may loosen 'double dipping' rules (Boston Globe)
[\[http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...\]](http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

Side Hustles Are Changing How People Plan for Retirement (Motley Fool)
[\[https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...\]](https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement

savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

Retirement Could Be Tougher in the Future (World at Work)
[<https://www.worldatwork.org/workspan/articles/retirement-cou...>]

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo)
[<http://www.wben.com/articles/some-tops-employees-will-lose-p...>]

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo)
[<http://www.wivb.com/news/local-news/tops-teamster-workers-fu...>]

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund--which has a governing board separate from the Teamsters union--refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [<http://www.startribune.com/dayton-signs-pension-bill-aimed-a...>]

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [<http://www.latimes.com/business/la-fi-jarvis-calsavers-20180...>]

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

TradeThe U.S. Moves Closer to a Trade War With Allies (Wall Street Journal)
[<https://blogs.wsj.com/economics/2018/05/31/real-time-economi...>]

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico)
[<https://www.politico.com/newsletters/politico-influence/2018...>]

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent

months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

Trump's Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [<https://www.bna.com/trumps-steel-tariffs-n57982093100/>]

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [<http://www.businessinsider.com/america-nafta-us-economy-trad...>]

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

TrumpTrade: How Trump's Trade Policies Divide CEOs (Chief Executive) [<https://chiefexecutive.net/trumps-trade-policies-divide-ceos...>]

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

Trump's Trade War Would Be Very Bad for Many Americans (Pacific Standard)

[\[https://psmag.com/economics/the-trump-trade-war-is-back-on\]](https://psmag.com/economics/the-trump-trade-war-is-back-on)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[MI] Detroit Wins With NAFTA (Heritage Foundation) [\[https://www.heritage.org/trade/commentary/detroit-wins-nafta...\]](https://www.heritage.org/trade/commentary/detroit-wins-nafta...)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

NationalU.S. consumer spending accelerates; weekly jobless claims fall (New York Times)

[\[https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...\]](https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent

increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were "fairly broad-based in April," said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday's data. "It's not like we'll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households."

US consumer spending up 0.6 percent, best in 5 months (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-consumer-spendi...\]](https://abcnews.go.com/Business/wireStory/us-consumer-spendi...)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month's increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch)
[<https://www.marketwatch.com/story/the-next-us-recession-like...>]

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Friday, June 1, 2018 6:00 AM ET

DOL News and Opinion

Department of Labor recognizes
Shoemakersville brick manufacturer for
excellence in workplace safety (Berks-Mont
News) 6

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Jobs Report for May: Here's What to Watch For
(New York Times)..... 7

U.S. job growth seen picking up, wage growth
likely moderate (New York Times)..... 7

5 Things to Watch in the May Jobs Report (Wall
Street Journal)..... 8

Job growth seen robust in May, but workers still
looking for pay raise (CNBC)..... 8

May jobs report, what will it take to roil the
markets (Fox Business)..... 8

US job growth might have picked up in May
despite trade rift (ABC News) 9

These franchises are hiring hundreds of workers
this summer (Fox Business)..... 9

As U.S. jobs go begging, forget those monthly
gains of 200,000 (MSN) 9

Got Jobs? Dairy Does (National Milk Producers
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Summer Hiring is Expected to be Hot for the
Second Year in a Row, Finds CareerBuilder's
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[GA] Korean company to create 500 jobs in
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[KY] New graduates are joining the job hunt.
Avoid Kentucky, new ranking of states says
(Lexington Herald-Leader) 11

[MI] Morley to hire 60 people for customer
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[CA] New milestone on high-speed rail project:
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Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

[Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety \(Berks-Mont News\)](#)

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

[Unemployment Insurance Weekly Claims \(Department of Labor\)](#)

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

Employment

[Jobs Report for May: Here's What to Watch For \(New York Times\)](#)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

[U.S. job growth seen picking up, wage growth likely moderate \(New York Times\)](#)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy.

Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists.

The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

[5 Things to Watch in the May Jobs Report \(Wall Street Journal\)](#)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

1. Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.
2. Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.
3. How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?
4. Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage increases, but overall pay gains have decelerated in recent months, perplexing economists.
5. Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

[Job growth seen robust in May, but workers still looking for pay raise \(CNBC\)](#)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

[May jobs report, what will it take to roil the markets \(Fox Business\)](#)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by

Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

[US job growth might have picked up in May despite trade rift \(ABC News\)](#)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

[These franchises are hiring hundreds of workers this summer \(Fox Business\)](#)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

[As U.S. jobs go begging, forget those monthly gains of 200,000 \(MSN\)](#)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

[Got Jobs? Dairy Does \(National Milk Producers Federation\)](#)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to

illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the “Got Jobs?” campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

[Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder’s Annual Survey \(Spoke\)](#)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[\[NY\] The industries projected to have the most job openings in WNY \(WKBW-TV ABC 7 Buffalo\)](#)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York’s workforce development.

[Editorial note: See list at source link]

[\[GA\] Korean company to create 500 jobs in Whitfield County \(Penn Energy\)](#)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will

be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[\[KY\] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says \(Lexington Herald-Leader\)](#)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[\[MI\] Morley to hire 60 people for customer service jobs starting at \\$10 per hour \(Grand Valley Advance\)](#)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[\[WI\] Foxconn can keep workers in state \(La Crosse Tribune\)](#)

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[\[CA\] New milestone on high-speed rail project: 2,000th construction job created \(Fresno Bee\)](#)

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building,

2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

Unemployment

[US Jobless Claims Declined in Week Ended May 26 \(Wall Street Journal\)](#)

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torry)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

[Jobless claims drop 13,000 to 221,000 in late May \(MarketWatch\)](#)

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

[Sears plans to close 72 more stores, closing sales to start in near future \(CNBC\)](#)

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to

close next.

[\[VT\] Keurig Green Mountain Lays Off 35 Vermont Employees \(Seven Days Vermont\)](#)

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[\[MD\] Ellicott City flood leaves many workers without jobs \(Carroll County Times\)](#)

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[\[NC\] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce \(WRAL TechWire\)](#)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[\[GA\] Unemployment rate drops in Middle Georgia \(WMGT-TV NBC 41 Macon\)](#)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[\[FL\] Florida job cuts tick up in May, but down 15 percent year-to-date \(Fort Lauderdale Sun-Sentinel\)](#)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-

date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[\[IN\] Unemployment plunges across Northwest Indiana \(Northwest Indiana Times\)](#)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

Apprenticeship

[Rise of the apprentice: A European tradition comes to the US \(MSN\)](#)

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[The rise of the apprentice: a European tradition comes to the U.S. \(Reuters\)](#)

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

[More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent \(Insurance Journal\)](#)

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[\[NY\] CNY Manufacturing Apprenticeship program enters next phase \(WSYR-TV 9 Syracuse\)](#)

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[\[WI\] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek \(Urban Milwaukee\)](#)

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector

partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[\[WI\] Creating a Foundation to Build Careers: Our Youth Apprenticeships \(Findorff\)](#)

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum. This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[\[WA\] Swiss apprenticeship program touted for Washington state \(KING-TV NBC 5 Seattle\)](#)

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

Labor

[American health-care workers are committing suicide in unprecedented numbers \(The Hill\)](#)

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide —

five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

[The Heavy Toll of Opioids on America's Labor Force \(US News & World Report\)](#)

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy – on victims, their families, colleagues and communities – all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

[Public sector jobs: States where the most people work for the government \(USA Today\)](#)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

[Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds \(Business Wire\)](#)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

[Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

[Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care \(Bristol Herald Courier\)](#)

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

[Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \\$40 Billion for the Economy Over Three Years \(KOTV-TV 6 Tulsa\)](#)

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7

billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

[The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit \(Benzinga\)](#) (5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

[CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs \(Benzinga\)](#) (5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

[Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short \(Benzinga\)](#)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-service.

[Employers' use of temporary, contract workers continues to increase \(HR Dive\)](#)

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[\[NY\] Should employees have a right to disconnect? \(HR Dive\)](#)

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[\[SC\] Myers Crossing Training Prepares Students For Life-changing Occupations \(Charleston Chronicle\)](#)

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[\[GA\] Teach For America raising concerns in teaching profession \(Daily Illini\)](#)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[\[TN\] New Life Job Fair offers second chance to felons \(Chattanooga Times & Free Press\)](#)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential

to ensure that community members with a record can actually build productive lives after serving their time.

[\[OH\] Officials unveil new Mine Safety Training Center \(WTRF-TV 7 Wheeling\)](#)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[\[OH\] A-Tech opens industrial maintenance training lab to public \(Ashtabula Star-Beacon\)](#)

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[\[MI\] Why Michigan's workforce could be filled with outsiders \(Detroit Free Press\)](#)

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it “Economic gardening.” And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[\[MI\] Now's no time to be humble in courting talent to Michigan \(Crain's Detroit Business\)](#)

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential

or apprenticeship program.

[\[IL\] Why doesn't Chicago have worker-owned cooperatives? \(Chicago Reporter\)](#)

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[\[LA\] STEM Fest aims to take learning to a higher level \(Baton Rouge Advocate\)](#)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[\[CO\] Job Corps Student Finds Success in the Denver Workforce \(Denver Post\)](#)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[\[CO\] When wildfires spark, these young dispatchers work behind the scenes \(The Coloradoan\)](#)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest

in Colorado,” said David Lopez, sitting at his computer. “Prepositioning. PREPO,” he clarified, recognizing the confused look on this reporter’s face. Lopez, 19, deals with a lot of acronyms and abbreviations. He’s fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[\[WA\] Where are the workers? A farm crisis in Washington \(KCPQ-TV Fox 13 Seattle\)](#)

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

“What could have been a stellar season I can say was probably not,” Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[\[CA\] Silicon Valley’s company towns are doomed \(Co.Design\)](#)

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child Labor

[Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs \(Safety & Health\)](#)

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and

student-learner programs.”

[\[NY\] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers \(Inside Edition\)](#)

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[\[NY\] American children as young as NINE found working in 'cult-run' NEW YORK factory \(Daily Mail\)](#)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[\[NY\] Upstate religious cult allegedly beats kids, forces them into labor \(New York Post\)](#)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. “They preach peace and love. But there’s another side of these people they don’t want you to see,” says a promo for the “Inside Edition” report, which airs 7 p.m. Friday on CBS.

Immigration

[Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year \(Breitbart\)](#)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since

President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

[AmericanHort welcomes H-2A improvement initiative \(Fresh Plaza\)](#)

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

[Ag leaders hope Trump can improve H-2A \(The Packer\)](#)

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

[More H-2B Visas for Seasonal Work Available This Summer \(Society for Human Resource Management\)](#)

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland's Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to The Baltimore Sun.

[Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown \(Think Progress\)](#)

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working Women

[The child-free life: Why so many American women are deciding not to have kids \(Washington Post\)](#)

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

[Federally Employed Women: Paving the Way for Equal Opportunity \(GovLoop\)](#)

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie

discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

[Women Less Optimistic Than Men About the Future of Work \(Benzinga\)](#)

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[\[IN\] Spots remain in girls STEM summer camp at Ivy Tech Kokomo \(Anderson Herald-Bulletin\)](#)

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation

[A Record Month for Raises \(Wall Street Journal\)](#)

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday

issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report “job creation around 170,000, absent a surprise increase in the labor force participation rate.”

[Should women feel ashamed for earning more than their male partners? \(MarketWatch\)](#)

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman’s savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they’re the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem “exhausting” and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

[Jobs Are Booming. Are Wages Next? \(Bloomberg\)](#)

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

[Tackling the ‘Motherhood Penalty’? Start With Benefits \(Bloomberg BNA\)](#)

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14

percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It's not just promotions and advancements that can be affected; project assignments, lucrative clients, and "good" shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

[Report: Summer Hiring Raising Voters' Wages Before Midterms \(Breitbart\)](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will "offer the maximum hourly wage they feel their business can afford" this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that "nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year." "Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious," said Snag CEO Peter Harrison.

The survey's data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump's lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

[A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market \(Daily Caller\)](#)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation's biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

[Psychologists: Women are not to blame for the wage gap \(EurekAlert!\)](#)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing

psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice's School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

[The right to raise a family without going broke \(The Week Magazine\)](#)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[\[VT\] Vermont will pay remote workers \\$10,000 to move here \(Burlington Free Press\)](#)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[\[DC\] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages \(Washington Post\)](#)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[\[MO\] Construction Industry Awaits Passage of Prevailing Wage Compromise \(St. Louis CNR\)](#)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[\[OR\] In a Tight Labor Market, High School Grads Can Make Big Salaries \(Cascade Business News\)](#)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

"One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary," said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[\[CA\] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says \(Los Angeles Times\)](#)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[\[CA\] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees \(KNBC-TV NBC 4 Los Angeles\)](#)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11

would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amaro. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[\[CA\] Disney Offers to Raise California Park Worker Pay to \\$15 an Hour \(Bloomberg\)](#)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum Wage

[Seven facts about tipped workers and the tipped minimum wage \(Economic Policy Institute\)](#)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

1. In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;
2. Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;
3. In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;
4. Tipped work is overwhelmingly low-wage work, even in D.C.;
5. Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;
6. The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.
7. The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[\[PA\] Gov. Wolf calls for increase of state's minimum wage \(WJAC-TV NBC 6 Johnstown\)](#)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[\[PA\] Despite lack of progress, higher minimum wage advocates see some bright spots \(WHYY Public Broadcasting\)](#)

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[\[NC\] Minimum wage hike would boost economy \(Wilson Daily Times\)](#)

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and, 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime

[\[LA\] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender \(Louisiana Record\)](#)

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement

in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave

[When high-profile women take short maternity leaves, it sends mixed message \(Chicago Tribune\)](#)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[\[MI\] Michigan manufacturers say paid sick leave mandate could hurt job growth \(Michigan Radio\)](#)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation

[\[MA\] Mother and Daughter Indicted for Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[\[LA\] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds \(Benzinga\)](#)

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[\[CA\] Co-owner of multistate cleaning company charged with comp fraud \(Business Insurance\)](#)

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what

she reported to insurers, according to the statement.

Employee Misclassification

[\[FL\] S1 Security Group Hit with Worker Misclassification Lawsuit \(ClassAction\)](#)

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

- Worked full time on a pre-set, regular schedule;
- Worked more than 56 hours per week for more than 132 weeks;
- Did not hold any other job during his time with S1 Security Group;
- Was under the defendants' absolute control during his work hours;
- Had no discretion to refuse work assignments;
- Was required to wear a uniform; and
- Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[\[CA\] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' \(ThinkProgress\)](#)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[\[CA\] Silicon Valley's "Flexibility" Fetish \(New Republic\)](#)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and

direction of the hirer.” Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, “When I asked drivers what they like about Uber, then every single time their top answer is ‘I get to be my own boss. I get to use you when I want to. I can do whatever I want.’”

Wage Violations

[\[NY\] Vance Targets Wage Theft in Manhattan Construction \(Manhattan Express\)](#)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. “Plain and simple — it’s stealing,” James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. “It’s stealing just like any other kind of stealing, and people that do it ought to face the consequences.”

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA’s charges. The construction company used face-recognition technology to track workers’ hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under “expense reimbursement” in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. “These timesheets weren’t just a here and there kind of thing,” Vance said at the press conference. “This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees’ timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented.”

Worker Safety

[Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers’ work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. “Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents,” the organization’s board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board’s list of 10 “Most Wanted” safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[\[SC\] 2 workers hurt in South Carolina construction collapse \(Durham Herald-Sun\)](#)

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[\[GA\] OSHA Construction Training Prepares Residents for the Workforce \(Valdosta Today\)](#)

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[\[FL\] Large crane collapses on home \(WFOR-TV CBS 4 Miami\)](#)

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[\[WI\] Caterpillar Worker Dies in Wisconsin Plant \(Labor Press\)](#)

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions

at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[\[MT\] OSHA fines Billings construction company after concrete beam fell on worker, killing him \(Billings Gazette\)](#)
(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to \$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[\[HI\] Hawaii reports surge in serious work-related accidents \(Business Insurance\)](#)
(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

Veteran

[A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers \(EdTech Times\)](#)

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

[Unique new hiring initiative focuses on student vets \(Military Times\)](#)

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and how does this fit into your existing commitments," Schmeling said. "If somebody has said, 'We're going to hire 10,000 veterans' – great. Let's make sure student veterans are a part of that."

[\[WI\] The Joseph Project raises vets' employment hopes \(Stars & Stripes\)](#)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn't have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson's The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson's office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren't guaranteed a job, but whether or not they are hired, it could open future doors.

[\[TX\] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers \(Gilmer Mirror\)](#)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M's AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA's Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. "Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers," said Secretary Perdue, who is a veteran of the U.S. Air Force. "Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes."

Union

[It's time to acknowledge that strikes work \(Washington Post\)](#)

(5/31/2018 1:20 PM, Alex Press)

At last month's Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they'd learned from this year's strikes. In doing so, they further kindled the spark lit during the West Virginia teachers' strike. If West Virginia teachers — some of the most poorly paid educators in one of the country's poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what's possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it's time to reiterate what many in the labor movement have long argued: strikes work.

It's easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump's election and the bitterly contested 2016 primary. Clearly, many feel they've been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women's marches. But those strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

[Largest federal employee union sues Trump over rollback of union protections \(Washington Post\)](#)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

[Federal employees sue Trump over executive order restricting union activity \(The Hill\)](#)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their

working hours is an illegal change to the Civil Service Report Act.

[Trump administration sued after trying to gut federal workers' union rights \(ThinkProgress\)](#)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

[Trump Moves to Curb Federal Employee Labor Protections \(American Prospect\)](#)

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

[Why the Teacher Strikes Matter So Much \(Daily Kos\)](#)

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp

geometry and algebra such that we felt competent in math.

[\[PA\] As construction booms, merger grows carpenters union clout in Pittsburgh \(Pittsburgh Post-Gazette\)](#)
(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[\[PA\] Striking nurses picket Wilkes-Barre General \(Wilkes-Barre Citizens' Voice\)](#)
(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[\[PA\] Nurses strike for patients; WB Gen owner locks them out until Tuesday \(Wilkes-Barre Times Leader\)](#)
(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[\[VA\] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize \(ARL Now\)](#)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[\[SC\] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant \(New York Times\)](#)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[\[SC\] Boeing South Carolina workers face union membership vote \(Fox Business\)](#)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[\[SC\] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South \(Charleston Post & Courier\)](#)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[\[SC\] Boeing S.C. flight line workers vote to unionize \(Charleston Business Journal\)](#)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[\[SC\] Boeing SC flight line workers vote to unionize, company says its 'disappointed' \(WCIV-TV ABC 4 Charleston\)](#)

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[\[SC\] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win \(Bloomberg\)](#)

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley.

In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[\[SC\] Flightline workers at North Charleston Boeing campus vote to unionize \(WCSC-TV CBS 5 Charleston\)](#)
(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American industry and the American worker.

[Editorial note: View video at source link]

[\[OH\] More than 300 AT&T workers in Dayton go on strike \(WDTN-TV 2 Dayton\)](#)
(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[\[MI\] Union, trade association say road work to continue in Michigan despite plans to sever ties \(Crain's Detroit Business\)](#)
(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[\[MI\] AT&T 'very prepared' to keep serving customers as union workers walk off job \(WEYI-TV NBC 25 Flint\)](#)
(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural

disasters, or even work stoppages."

[\[WI\] AT&T workers to strike in Milwaukee \(WTMJ-AM 620 Milwaukee\)](#)

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[\[IL\] WIU faculty and staff approve tentative employment agreement \(WGEM-TV NBC Quincy\)](#)

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[\[MO\] 'Right to work' firestorm smolders in Missouri — Here's what you need to know \(WDAF-TV Fox 4 Kansas City\)](#)

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[\[NM\] Fourth New Mexico county goes right-to-work \(Washington Examiner\)](#)

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[\[NV\] 50,000 Las Vegas workers set to strike, demand protection from robots \(KPLC-TV NBC 7 Lake Charles\)](#)

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[\[NV\] Possibility of Las Vegas casino workers' strike draws closer \(Central Utah Daily Herald\)](#)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[\[NV\] Unions, casinos continue negotiations hours before deadline \(Las Vegas Review-Journal\)](#)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[\[CA\] The Riverside Sheriffs' Association has given over \\$1 million this election cycle. But does the public know why? \(Palm Springs Desert Sun\)](#)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and

statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

Disability

[How Can Business Leaders Support Disabled Workers? \(Talent Economy\)](#)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[\[IN\] St. Vincent settles disability-discrimination lawsuit from EEOC \(Indianapolis Business Journal\)](#)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance

[Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo \(ABC News\)](#)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not know if the other driver was disciplined.

[The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. \(Fortune\)](#)

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in Epic Systems Corp v. Lewis. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a "hunting ground."

[These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce \(BuzzFeed\)](#)

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that "collecting this information would be complex and costly" and that employers may have "difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions."

[U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws \(HudsonValley360\)](#)

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. "To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path," said Acting Wage and Hour Division Administrator Bryan Jarrett.

[Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers \(Vox\)](#)

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, Bradley v. T-Mobile, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

[New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says \(WSEE-TV CBS 35 Erie\)](#)

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, The Tip Income Protection Act - Changes to Tip Pooling

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100

per violation."

[\[TX\] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row \(Cotton Farming\)](#)

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[\[WA\] New Laws Place Additional Restrictions on Washington Employers \(National Law Review\)](#)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[\[CA\] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling \(Top Class Actions\)](#)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave

[\[TX\] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question \(EmploymentLawDaily\)](#)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as “unemployed” while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than “unemployed” status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was “not performing services for wages”—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission’s decisions below had not determined the employee’s eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits “if [she met] all other requirements.” It was the county employer’s view that the Act’s definitions of “totally unemployed” and “partially unemployed” were relevant only as to eligibility, but not to the threshold issue of whether a claimant was “unemployed,” and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

Retirement

[DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency’s years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL’s previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser’s failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

[Solving America’s retirement security challenges \(CNBC\)](#)

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it’s a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

[Why U.S. Retirees Are Waiting Longer to Claim Social Security \(US News & World Report\)](#)

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

[Let's get real about planning: What an average retirement costs \(USA Today\)](#)

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

- Housing: \$1,322
- Transportation: \$567
- Health care: \$499
- Food: \$483
- Personal insurance/pensions: \$237
- Cash contributions: \$202
- Entertainment: \$197

[Want to join the 401\(k\) millionaires club? Here's how to do it \(USA Today\)](#)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren't saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year's first quarter, according to Fidelity. That's a 45% increase from one year prior. Of course,

there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it's possible to amass \$1 million and retire comfortably as a result. If that's the sort of goal you have in mind, here's how to get there.

1. Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn't demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.
2. Take full advantage of your employer match - If you're lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That's because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.
3. Invest your savings wisely - You may have noticed by now that we've applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it's just a bit below the stock market's average, which means it's a pretty fair benchmark for projecting returns.

[Gig Workers' Retirement Prospects Look Dim \(Forbes\)](#)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

[Pension and a paycheck? State may loosen 'double dipping' rules \(Boston Globe\)](#)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

[Side Hustles Are Changing How People Plan for Retirement \(Motley Fool\)](#)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

[Retirement Could Be Tougher in the Future \(World at Work\)](#)

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

[Some Tops Employees Will Lose Portions of Their Pensions \(WBEN-AM 930 Buffalo\)](#)

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[\[NY\] Tops Teamster workers fuming over loss of pensions \(WIVB-TV 4 Buffalo\)](#)

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund—which has a governing board separate from the Teamsters union—refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[\[MN\] Dayton signs pension bill aimed at long-term stability in state retirement system \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[\[CA\] California created a savings program for workers without retirement benefits. A group is suing to kill it \(Los Angeles Times\)](#)

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

Trade

[The U.S. Moves Closer to a Trade War With Allies \(Wall Street Journal\)](#)

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

[Trump moves on steel, aluminum tariffs despite lobbying efforts \(Politico\)](#)

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

[Trump's Steel Tariffs Could Hurt U.S. Coal Companies \(Bloomberg BNA\)](#)

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

[3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it \(Business Insider\)](#)

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has

cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

[TrumpTrade: How Trump's Trade Policies Divide CEOs \(Chief Executive\)](#)

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

[Trump's Trade War Would Be Very Bad for Many Americans \(Pacific Standard\)](#)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[\[MI\] Detroit Wins With NAFTA \(Heritage Foundation\)](#)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

National

[U.S. consumer spending accelerates; weekly jobless claims fall \(New York Times\)](#)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

[U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% \(Bloomberg\)](#)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

[U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter \(Bloomberg\)](#)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the

same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were “fairly broad-based in April,” said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday’s data. “It’s not like we’ll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households.”

[US consumer spending up 0.6 percent, best in 5 months \(ABC News\)](#)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month’s increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

[The next U.S. recession likely will be wok-shaped: shallower and longer \(MarketWatch\)](#)

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}

From: Newton, Vanessa - BLS
To: [DailyReport](#)
Subject: Daily Report
Date: Friday, June 01, 2018 8:37:01 AM

BUREAU OF LABOR STATISTICS, DAILY REPORT, FRIDAY, JUNE 1, 2018:

RELEASED TODAY: Total nonfarm payroll employment increased by 223,000 in May, and the unemployment rate edged down to 3.8 percent (BLS News Release, “The Employment Situation –May 2018 [<https://www.bls.gov/news.release/pdf/empst.pdf>] ”). Employment continued to trend up in several industries, including retail trade, health care, and construction.

The U.S. added a higher-than-expected number of jobs in May –with the Labor Department reporting that 223,000 jobs were added, more than the 188,000 jobs analysts polled by Thomson Reuters were expecting (Leia Klingel, Fox Business, “May jobs report surprises to the upside [<https://www.foxbusiness.com/markets/may-jobs-report-surprises...>] ”). Job creation was also above the average 190,000 jobs created each month after the past year. The unemployment rate ticked down to 3.8% from April’s 3.9%. The unemployment rate is now at an 18-year low. Wage inflation came in above expectations, at 0.3%. Analysts polled by Thomson Reuters were anticipating wages would increase by 0.2%. “Payrolls came in ahead of expectations, but very much in line with recent averages. The unemployment and underemployment rates both ticked down, and reflect the continued tightening in the labor market,” Sameer Samana, global quantitative and technical strategist with Wells Fargo Investment Institute told FOX Business. “Wage growth ticked up and came in a bit ahead of expectations, but nothing that would worry us about runaway wage inflation,” he added. Noting that there was a touch of softness in the manufacturing payrolls and participation rate both of which bear watching, according to Samana. Samana said the jobs report reinforces Wells Fargo’s outlook for solid economic growth, driven by consumption. Investors should get fully invested in equities, and be a bit cautious in fixed income, as yields will continue to grind higher.

The numbers: The U.S. created a robust 223,000 new jobs in May to push unemployment down to an 18-year low of 3.8%, signaling that a nine-year-old economic expansion still has plenty of steam despite being one of the oldest ever (Jeffrey Bartash, MarketWatch, “U.S. adds 223,000 new jobs as unemployment falls to 18-year low in May [<https://www.marketwatch.com/story/us-gains-223000-new-jobs-i...>] ”). The increase in hiring —the biggest in three months —exceeded the 200,000 forecast of economists polled by MarketWatch. In an unusual and controversial move, President Trump foreshadowed the strong employment report in an early-morning tweet in which he said he looked forward to the May jobs figures. Investors took that to mean they should expect a good report. By and large, the reported showed an economy with plenty of vigor. Most industries added jobs and worker pay increased at a somewhat faster pace. The unemployment rate fell again to the lowest level since April 2000 as more people found work. The last time the jobless rate was even lower was in 1969. What happened: Retailers led the way in hiring by adding 31,000 new jobs. Health-care companies boosted payrolls by 29,000, construction firms took on 25,000 workers and manufacturers increased employment by 18,000. Steady hiring by construction and manufacturing companies is particularly surprising. They are the among the industries that have complained the loudest about a shortage of skilled workers. Record job openings, an uber-tight labor market and growing complaints about a labor shortage still aren’t leading to big pay raises most employees, but wages are rising gradually. Hourly pay rose by 8 cents, or 0.3% to \$28.92 an hour in May. As a result, the 12-month increase in wages rose to 2.7% after holding at 2.6% for three months in a row. Employment gains for April and March were revised up by a combined 15,000, the Labor Department said Friday.

The May employment report was seen as strong across the board and certainly prompts the Federal Reserve to raise interest rates in 12 days, but it doesn't settle the larger debate over whether there will be three or four total moves this year (Greg Robb, MarketWatch, "Strong jobs report doesn't guarantee four Fed interest rate hikes this year [<https://www.marketwatch.com/story/strong-jobs-report-doesnt-...>] "). "It certainly gives them the green light to go in June," said Scott Anderson, chief economist at Bank of the West in San Francisco. "And it raises the odds they go four rather than three this year." Traders in the fed futures market raised the odds of four rate hikes to 38% after the jobs report. In the wake of the market turmoil over the political situation in Italy, those odds had fallen below 20%. Anderson said he thought the odds of a fourth hike this year were 50-50 but he was sticking with his baseline of three moves. The threat of a trade war was a gray cloud over the outlook, he said. The Labor Department reported the U.S. added 223,000 new jobs in May and the unemployment rate fell to an 18-year low of 3.8%. That level is well below the Fed's estimate of the nonaccelerating inflation rate of unemployment, or NAIRU, which is now 4.5%. In an appearance after the employment report was released, Minneapolis Fed President Neel Kashkari said the report shows that "wage growth is slowly picking up." The 12-month increase in wages rose to 2.7%, the government said. Michael Hanson, chief U.S. macro strategist at TD Securities, said the May employment report "does not give decisive input" on the debate over three or four hikes. "I don't think it forces the dot-plot higher," he said.

Certain college graduates from the Class of 2018 will start out their careers behind some of their friends, due to circumstances beyond their control (Jillian Berman, MarketWatch, "Women and black college graduates are paid less right out of the gate [<https://www.marketwatch.com/story/women-and-black-college-gr-...>] "). May's jobs report showed the country's nine-year economic expansion appears to still have plenty of steam. But not everyone will see the full benefits of that. On average, black college graduates between the ages of 21 and 24 earn \$3.34 less per hour than their white counterparts, a difference of about \$7,000 per year, according to an analysis published earlier this month by the Economic Policy Institute, a left-leaning think tank. And though not quite as steep, the gulf between the wages of female and male young college graduates stands at a still large \$3.15 per hour, the EPI found. The data indicate that, despite the large pay gaps, these workers earned similar credentials and have had similar levels of experience. "To see such a large and economically meaningful gender and racial gap at the start of their careers is troubling to say the least," said Elise Gould, a senior economist at the EPI and one of the authors of the report. The research is the latest evidence that some groups reap a bigger benefit from college than others. Women hold two-thirds of outstanding student-loan debt in the U.S. in part because they struggle more to repay it. African-American students tend to borrow more to attend college and also struggle more to repay it than their white peers. For both women and African-American borrowers, the wage gap is part of what fuels these challenges paying back loans. It's hard to figure out exactly why these pay gulfs exist even at the beginning of college graduates' careers, particularly because it can't be explained by some of the more popular reasoning offered for the gender pay gap, like the so-called "mommy penalty" that typically occurs later in a workers' career.

We might not understand consumer prices as well as we thought we did (Maria Lamagna, MarketWatch, "Researchers suggest one important change in how we evaluate consumer prices [<https://www.marketwatch.com/story/how-this-one-monthly-cost-...>] "). Consumer prices may be more volatile than previously thought, based on current indexes, according to a new report from researchers at the Penn State Smeal College of Business. The researchers analyzed how housing rent is currently factored into official price indexes, including the U.S. Bureau of Labor Statistics' consumer price index (CPI) and the U.S. Bureau of Economic Analysis's index for personal consumption expenditure (PCE). Both of those indexes are designed to show price moves, based on the prices of a certain collection of consumer goods. But information about housing rent that both bureaus collect might lead to errors in the inflation rates, the Penn State researchers found. Those bureaus did not immediately respond to a request for comment. Here's why: Both indexes use results from questionnaires that are sent out to existing tenants. The Bureau of Labor Statistics sends out the questionnaires to the same people over time. As a result, they are usually collecting information from renters who are renewing their leases, and the price of renewing is usually less volatile than renting a new place. "Landlords tend to increase rents when tenants change," said Jiro Yoshida, an associate professor at the Penn State Smeal College of Business. "The official rent surveys, then, tend to miss that big change." That may seem like a small difference, but rent makes up a large part of inflation

indexes, the researchers said. In 2016, housing made up one third of the CPI and 42% of the core CPI, which excludes food and energy. Rents account for 15.8% of the PCE and 17.7% of the core PCE. As a result of their observations, the researchers came up with a new method for estimating inflation in housing rent, by using data including the Moody's/RCA Commercial Property Price Index.

The gray-haired couple sipping champagne on a beach at sunset (Dayana Yochim, NerdWallet.com on USA Today, "Let's get real about planning: What an average retirement costs [<https://www.usatoday.com/story/money/personalfinance/retirem...>] "). Grandpa teaching the grandkids how to fish at the family lake house. Are these scenes of carefree times in retirement based on financial reality? According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" —defined as those run by someone 65 and older —spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs. With fewer mouths to feed and no work-related costs to worry about, you may have expected retirement expenses to be even lower than the BLS data indicates. In some categories, spending does indeed decrease, even in surprising ones like food. In others areas, like health care, life becomes more expensive as you age. Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories: Housing: \$1,322 - You may be close to paying off your mortgage, but housing is the biggest spending category for all age groups —retirees included. Some costs never go away, even when a home loan is fully paid. This monthly expenditure includes property taxes, insurance, utilities, repairs and maintenance and household supplies.

Since the economic recovery began in 2010, the private sector has added 16 million jobs (Michael B. Sauter, 24/7 Wall Street on USA Today, "Public sector jobs: States where the most people work for the government [<https://www.usatoday.com/story/money/economy/2018/06/01/stat...>] "). At the same time, however, the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true. Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns. Such government services provide jobs even if there are no major sources of private sector jobs. "Nationally, about one out of every 20 jobs in the country and about one out of every three government jobs is in local government education," said Kohli. "If a small town in Wyoming wants to have a school, that school is going to be a significant share of local employment," Kohli added.

The U.S. economy continued to add jobs at a solid clip in May, with nonfarm payrolls up 223,000 and the unemployment rate falling to an 18-year low of 3.8 percent, the Bureau of Labor Statistics reported Friday (Jeff Cox, CNBC, "Nonfarm payrolls increase by 223,000 in May, vs 188,000 estimate [<https://www.cnbc.com/2018/06/01/nonfarm-payrolls-may-2018.ht...>] "). Economists had been expecting payroll growth of 188,000 and the jobless rate to hold steady at 3.9 percent. The unemployment rate was last this low in April 2000. A separate level of unemployment that adds in discouraged workers and those holding part-time

positions for economic reasons fell to 7.6 percent, the lowest since May 2001. A 0.1-point decline in the labor force participation rate to 62.7 percent, tied for the lowest level in 2018, contributed to the headline unemployment rate decline. The closely watched average hourly earnings metric rose 0.3 percent, as expected. That translates to an annualized rate of 2.7 percent, up 0.1 point from April. "The employment this month really underscores, once again, the robust strength of the labor market," said Steve Rick, chief economist at CUNA Mutual Group. "May showed steady momentum in jobs and certainly hit back at any worries among economists who thought hiring was beginning to finally slow after seeing last month's report." In addition to the better-than-expected payrolls for May, March's count was revised up from 135,000 to 155,000 while April ended lower from 164,000 to 159,000, for a net gain of 15,000. Job gains came from retail (31,000), health care (29,000), construction (25,000), professional and technical services (23,000) and transportation and warehousing, which added 19,000. Manufacturing also contributed 18,000 and mining grew by 6,000.

Each day, some 10,000 seniors turn 65 in the United States, and the majority of them are hoping to age in their own homes (Kate Rogers, CNBC, "As the US population ages, the need for home health-care workers skyrockets [<https://www.cnbc.com/2018/05/31/as-the-us-population-ages-th...>] "). The staggering number of aging Americans has created demand for home health-care workers—from nurses to aides and caregivers. Jobs in health care have already been growing at breakneck speed. According to the Bureau of Labor Statistics, from 2006 through 2016 2.8 million jobs were added in the health-care sector at a rate that was seven times faster than the rest of the economy. Through 2026, the projected growth of jobs in health-care settings is at 18 percent. But the demand for home health and personal care aides will far outpace the sector's growth, with an increase of 41 percent to more than 4 million jobs. "The demand for home care and hospice continues to grow as we see a graying of the U.S. population," said Bill Dombi, president of the National Association for Home Care and Hospice, adding that both younger and older patients are pivoting ever more toward in-home care. "The shift has also been in financing from government sources—primarily through Medicare and Medicaid. In 2015, it was the first time nationally that more money was spent on home care than nursing home care. We've seen a culture and financing shift toward home and community-based care." Opportunities in the industry range from the highest level of skilled nurses and therapists through paraprofessionals, including home health and personal care aides, Dombi said. Lower-skilled positions may not require medical degrees, but they do often require training and a competency test.

The number of small companies raising wages hit a record high in the U.S. this month (James Freeman, The Wall Street Journal, "A Record Month for Raises [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>] "). That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg. NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate." Such a surprise would be most welcome. It would likely signal that discouraged workers who left the job market during the recent era of sluggish economic growth are rejoining the workforce to seize new opportunities.

A thank you video from CNBC's Hampton Pearson thanking OPUBSS staff, Stacey Standish and Eleni Karageorge, for their help over the past decade in the Employment Situation lock-up room (CNBC,

<https://www.cnbc.com/video/2018/06/01/hampton-pearson-retirement.html>
[<https://www.cnbc.com/video/2018/06/01/hampton-pearson-retire...>]).

Editor's Note: The BLS Daily Report is a compendium of excerpts from media reports intended to provide BLS employees with a current look at how economic statistics are being covered by reporters. BLS does not verify the accuracy of the excerpted information. The Daily Report is intended for internal distribution only.

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U.S. Department of Labor & Staff

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Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion [#_Toc515510566]

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [#_Toc515510567]

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News) [#_Toc515510568]

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor) [#_Toc515510569]

DOL News Releases [#_Toc515510570]

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [#_Toc515510571]

Employment [#_Toc515510572]

U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post) [#_Toc515510573]

Survey: US businesses add a solid 178,000 jobs in May (Washington Post) [#_Toc515510574]

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch) [#_Toc515510575]

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga) [#_Toc515510576]

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept) [#_Toc515510577]

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now) [#_Toc515510578]

[NC] Job fair to cater to teens (Rocky Mount Telegram) [#_Toc515510579]

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg) [#_Toc515510580]

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend) [#_Toc515510581]

Unemployment [#_Toc515510582]

Businesses brace for a summer with record low unemployment (San Antonio Express-News) [#_Toc515510583]

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public) [#_Toc515510584]

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal) [#_Toc515510585]

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter) [#_Toc515510586]

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City) [#_Toc515510587]

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire) [#_Toc515510588]

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current) [#_Toc515510589]

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle) [#_Toc515510590]

Apprenticeship [#_Toc515510591]

Congress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News) [#_Toc515510592]

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC) [#_Toc515510593]

[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [#_Toc515510596]

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [#_Toc515510598]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [#_Toc515510599]

Labor [#_Toc515510600]

Trump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [#_Toc515510601]

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [#_Toc515510602]

Recruiting the Next Generation of Welders (HPAC) [#_Toc515510603]

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [#_Toc515510604]

Striking a new bargain: Better jobs for more Americans (MinnPost) [#_Toc515510605]

Quitting your job is the new workplace rage (Whittier Daily News) [#_Toc515510606]

Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows (The Oklahoman) [#_Toc515510607]

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald) [#_Toc515510608]

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

Child Labor [#_Toc515510624]

[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [#_Toc515510625]

Immigration [#_Toc515510626]

These Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post) [#_Toc515510627]

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

Work continues to improve H-2A visa program (High Plains Journal) [#_Toc515510633]

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360) [#_Toc515510637]

Working Women [#_Toc515510638]

The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [#_Toc515510639]

Wages & Compensation [#_Toc515510640]

Walmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times) [#_Toc515510641]

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal) [#_Toc515510642]

Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [#_Toc515510650]

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business) [#_Toc515510651]

Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [#_Toc515510658]

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press) [#_Toc515510660]

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

Minimum Wage [#_Toc515510666]

Another side effect of higher minimum wages: Lower health-care benefits (Washington Post) [#_Toc515510667]

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post) [#_Toc515510668]

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

Overtime [#_Toc515510672]

[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

Paid Leave [#_Toc515510675]

[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

Worker’s Compensation [#_Toc515510677]

[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers’ Compensation Benefits? (Lexology) [#_Toc515510680]

Employee Misclassification [#_Toc515510681]

Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [#_Toc515510682]

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News) [#_Toc515510683]

Wage Violations [#_Toc515510684]

[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

Worker Safety [#_Toc515510688]

Safety commission drills down on OSHA's general duty clause (Business Insurance) [#_Toc515510689]

How the Internet of Things Can Help Solve Construction's Safety Challenges (Risk & Insurance) [#_Toc515510690]

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice) [#_Toc515510691]

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [#_Toc515510696]

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [#_Toc515510697]

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

Veteran [#_Toc515510701]

[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

Union [#_Toc515510704]

Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review) [#_Toc515510714]

[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News) [#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review) [#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

Disability [#_Toc515510724]

Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

Law & Compliance [#_Toc515510728]

Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)

[#_Toc515510738]

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

Retirement [#_Toc515510740]

Can the Fiduciary Rule Be Saved? (Investopedia) [#_Toc515510741]

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

What Happens if We All Run Out of Money for Retirement? (US News & World Report) [#_Toc515510743]

Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

How Technology Is Disrupting Retirement Planning (The Street) [#_Toc515510745]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

Is The World Ready For Retirement? (Wealth Advisor) [#_Toc515510747]

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

Trade [#_Toc515510751]

U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

National [#_Toc515510755]

Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>]

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute,"

Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)

[\[http://bangordailynews.com/2018/05/29/business/maine-company...\]](http://bangordailynews.com/2018/05/29/business/maine-company...)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFX-TV Fox 22 Bangor)

[\[https://www.foxbangor.com/news/item/27687-cianbro-training-i...\]](https://www.foxbangor.com/news/item/27687-cianbro-training-i...)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor)

[\[https://www.dol.gov/newsroom/releases/whd/whd20180530\]](https://www.dol.gov/newsroom/releases/whd/whd20180530)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.daillyamerican.com/news/local/somerset/inbrief/la...\]](https://www.daillyamerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)

[<https://www.huffingtonpost.com/entry/these-indian-womens-liv...>]

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)

[<http://www.newsweek.com/trump-administrations-h-1b-visa-frau...>]

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)

[<https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...>]

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)

[<http://www.breitbart.com/immigration/2018/05/30/asylum-looph...>]

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[<https://blog.walmart.com/opportunity/20180530/why-were-offer...>]

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [<https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...>]

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[<https://www.foxbusiness.com/markets/companies-hiking-wages-a...>]

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinelsource.com/news/local/keene-teachers-unio...\]](http://www.sentinelsource.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAAE Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. “It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven’t had one since 1984, but we think a strike now would significantly impact MGM and Caesars’ operations,” said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year’s contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[<https://lasvegassun.com/news/2018/may/30/union-strike-would-...>]

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment’s earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[<http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...>]

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union’s spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city’s largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[<http://triblive.com/business/headlines/13706378-74/union-las...>]

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & ComplianceSenators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in *Epic Systems Corp. v. Lewis* could "significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[\[https://www.plunkettcooney.com/blogs-thesophisticatedemployee...\]](https://www.plunkettcooney.com/blogs-thesophisticatedemployee...)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[\[https://www.law360.com/texas/articles/1048296\]](https://www.law360.com/texas/articles/1048296)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [\[https://www.investopedia.com/news/can-fiduciary-rule-be-save...\]](https://www.investopedia.com/news/can-fiduciary-rule-be-save...)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay-...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen-...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201-...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

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DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South’s health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and "To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future." "Nurses are bargaining for improvements in patient safety and workers' rights, yet management has failed to reach an agreement that nurses will find acceptable," said Alice Barden, president of HPAE Local 5004. "Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital."

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company's anti-union activities. "We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn't believe we got a fair election. We're happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers," said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

"General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it," a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an "act of Congress" for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

From: Kindelan, Megan - BLS
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From: DOL Daily

Sent: Thursday, May 31, 2018 6:17:25 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

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DOL News and Opinion [#_Toc515510566]

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [#_Toc515510567]

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News) [#_Toc515510568]

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor) [#_Toc515510569]

DOL News Releases [#_Toc515510570]

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [#_Toc515510571]

Employment [#_Toc515510572]

U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post) [#_Toc515510573]

Survey: US businesses add a solid 178,000 jobs in May (Washington Post) [#_Toc515510574]

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch) [#_Toc515510575]

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga) [#_Toc515510576]

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept) [#_Toc515510577]

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now) [#_Toc515510578]

[NC] Job fair to cater to teens (Rocky Mount Telegram) [#_Toc515510579]

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg) [#_Toc515510580]

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend) [#_Toc515510581]

Unemployment [#_Toc515510582]

Businesses brace for a summer with record low unemployment (San Antonio Express-News) [#_Toc515510583]

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public) [#_Toc515510584]

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal) [#_Toc515510585]

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter) [#_Toc515510586]

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City) [#_Toc515510587]

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire) [#_Toc515510588]

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)

[#_Toc515510589]

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[#_Toc515510590]

Apprenticeship [#_Toc515510591]

Congress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[#_Toc515510592]

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC) [#_Toc515510593]

[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey)
[#_Toc515510596]

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [#_Toc515510598]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [#_Toc515510599]

Labor [#_Toc515510600]

Trump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [#_Toc515510601]

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [#_Toc515510602]

Recruiting the Next Generation of Welders (HPAC) [#_Toc515510603]

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [#_Toc515510604]

Striking a new bargain: Better jobs for more Americans (MinnPost) [#_Toc515510605]

Quitting your job is the new workplace rage (Whittier Daily News) [#_Toc515510606]

Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows (The Oklahoman)
[#_Toc515510607]

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald) [#_Toc515510608]

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

Child Labor [#_Toc515510624]

[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [#_Toc515510625]

Immigration [#_Toc515510626]

These Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post) [#_Toc515510627]

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

Work continues to improve H-2A visa program (High Plains Journal) [#_Toc515510633]

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360) [#_Toc515510637]

Working Women [#_Toc515510638]

The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress)

[#_Toc515510639]

Wages & Compensation [#_Toc515510640]

Walmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times) [#_Toc515510641]

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal) [#_Toc515510642]

Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [#_Toc515510650]

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business) [#_Toc515510651]

Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [#_Toc515510658]

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press) [#_Toc515510660]

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

Minimum Wage [#_Toc515510666]

Another side effect of higher minimum wages: Lower health-care benefits (Washington Post) [#_Toc515510667]

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post) [#_Toc515510668]

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

Overtime [#_Toc515510672]

[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

Paid Leave [#_Toc515510675]

[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

Worker’s Compensation [#_Toc515510677]

[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers’ Compensation Benefits? (Lexology) [#_Toc515510680]

Employee Misclassification [#_Toc515510681]

Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [#_Toc515510682]

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News) [#_Toc515510683]

Wage Violations [#_Toc515510684]

[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

Worker Safety [#_Toc515510688]

Safety commission drills down on OSHA’s general duty clause (Business Insurance) [#_Toc515510689]

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk &Insurance) [#_Toc515510690]

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice) [#_Toc515510691]

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVN-TV Fox Chattanooga) [#_Toc515510696]

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [#_Toc515510697]

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

Veteran [#_Toc515510701]

[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

Union [#_Toc515510704]

Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review)

[#_Toc515510714]

[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)
[#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)
[#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

Disability [#_Toc515510724]

Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

Law & Compliance [#_Toc515510728]

Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes)
[#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say
(Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review)
[#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[#_Toc515510738]

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

Retirement [#_Toc515510740]

Can the Fiduciary Rule Be Saved? (Investopedia) [#_Toc515510741]

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

What Happens if We All Run Out of Money for Retirement? (US News & World Report) [#_Toc515510743]

Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

How Technology Is Disrupting Retirement Planning (The Street) [#_Toc515510745]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

Is The World Ready For Retirement? (Wealth Advisor) [#_Toc515510747]

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

Trade [#_Toc515510751]

U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

National [#_Toc515510755]

Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz)
<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting

them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)
[\[http://bangordailynews.com/2018/05/29/business/maine-company...\]](http://bangordailynews.com/2018/05/29/business/maine-company...)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor)
[\[https://www.foxbangor.com/news/item/27687-cianbro-training-i...\]](https://www.foxbangor.com/news/item/27687-cianbro-training-i...)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [\[https://www.dol.gov/newsroom/releases/whd/whd20180530\]](https://www.dol.gov/newsroom/releases/whd/whd20180530)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.dailymmerican.com/news/local/somerset/inbrief/la...\]](https://www.dailymmerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)

[<https://www.huffingtonpost.com/entry/these-indian-womens-liv...>]

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)

[<http://www.newsweek.com/trump-administrations-h-1b-visa-frau...>]

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)

[<https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...>]

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)

[<http://www.breitbart.com/immigration/2018/05/30/asylum-looph...>]

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we’ve invested in heavily in the past, and this year we just weren’t able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei’s were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha’s Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha’s Vineyard. “It’s inadequate,” Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. “That number has been determined by the Department of Labor,” Keating said. “It’s not arbitrary.”

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy’s Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[<https://blog.walmart.com/opportunity/20180530/why-were-offer...>]

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [<https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...>]

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[<https://www.foxbusiness.com/markets/companies-hiking-wages-a...>]

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinelsource.com/news/local/keene-teachers-unio...\]](http://www.sentinelsource.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAA Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[<https://lasvegassun.com/news/2018/may/30/union-strike-would-...>]

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[<http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...>]

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[<http://triblive.com/business/headlines/13706378-74/union-las...>]

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in *Epic Systems Corp. v. Lewis* could "significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[\[https://www.plunkettcooney.com/blogs-thesophisticatedemployee...\]](https://www.plunkettcooney.com/blogs-thesophisticatedemployee...)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[\[https://www.law360.com/texas/articles/1048296\]](https://www.law360.com/texas/articles/1048296)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [\[https://www.investopedia.com/news/can-fiduciary-rule-be-save...\]](https://www.investopedia.com/news/can-fiduciary-rule-be-save...)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay-...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen-...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201-...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

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DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South’s health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAE Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That’s the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there’s good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

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From: DOL Daily

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To: john.prall@techmis.com

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DOL News and Opinion [#_Toc515597054]

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [#_Toc515597055]

DOL News Releases [#_Toc515597056]

Unemployment Insurance Weekly Claims (Department of Labor) [#_Toc515597057]

Employment [#_Toc515597058]

Jobs Report for May: Here's What to Watch For (New York Times) [#_Toc515597059]

U.S. job growth seen picking up, wage growth likely moderate (New York Times) [#_Toc515597060]

5 Things to Watch in the May Jobs Report (Wall Street Journal) [#_Toc515597061]

Job growth seen robust in May, but workers still looking for pay raise (CNBC) [#_Toc515597062]

May jobs report, what will it take to roil the markets (Fox Business) [#_Toc515597063]

US job growth might have picked up in May despite trade rift (ABC News) [#_Toc515597064]

These franchises are hiring hundreds of workers this summer (Fox Business) [#_Toc515597065]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [#_Toc515597066]

Got Jobs? Dairy Does (National Milk Producers Federation) [#_Toc515597067]

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [#_Toc515597068]

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo) [#_Toc515597069]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy) [#_Toc515597070]

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [#_Toc515597071]

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance) [#_Toc515597072]

[WI] Foxconn can keep workers in state (La Crosse Tribune) [#_Toc515597073]

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [#_Toc515597074]

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US Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [#_Toc515597076]

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [#_Toc515597077]

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [#_Toc515597078]

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [#_Toc515597079]

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [#_Toc515597080]

[NC] IBM confirms Watson Health layoffs, says cuts are ‘small percentage’ of workforce (WRAL TechWire) [#_Toc515597081]

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon) [#_Toc515597082]

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel) [#_Toc515597083]

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times) [#_Toc515597084]

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Rise of the apprentice: A European tradition comes to the US (MSN) [#_Toc515597086]

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [#_Toc515597087]

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [#_Toc515597088]

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [#_Toc515597089]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [#_Toc515597090]

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [#_Toc515597091]

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle) [#_Toc515597092]

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American health-care workers are committing suicide in unprecedented numbers (The Hill) [#_Toc515597094]

The Heavy Toll of Opioids on America’s Labor Force (US News & World Report) [#_Toc515597095]

Public sector jobs: States where the most people work for the government (USA Today) [#_Toc515597096]

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire) [#_Toc515597097]

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor) [#_Toc515597098]

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [#_Toc515597099]

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [#_Toc515597100]

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [#_Toc515597101]

CareerCast’s 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga) [#_Toc515597102]

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga) [#_Toc515597103]

Employers' use of temporary, contract workers continues to increase (HR Dive) [#_Toc515597104]

[NY] Should employees have a right to disconnect? (HR Dive) [#_Toc515597105]

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle) [#_Toc515597106]

[GA] Teach For America raising concerns in teaching profession (Daily Illini) [#_Toc515597107]

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times & Free Press) [#_Toc515597108]

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [#_Toc515597109]

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon) [#_Toc515597110]

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press) [#_Toc515597111]

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business) [#_Toc515597112]

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter) [#_Toc515597113]

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate) [#_Toc515597114]

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post) [#_Toc515597115]

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan) [#_Toc515597116]

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [#_Toc515597117]

[CA] Silicon Valley's company towns are doomed (Co.Design) [#_Toc515597118]

Child Labor [#_Toc515597119]

Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [#_Toc515597120]

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [#_Toc515597121]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail) [#_Toc515597122]

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post) [#_Toc515597123]

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Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart) [#_Toc515597125]

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza) [#_Toc515597126]

Ag leaders hope Trump can improve H-2A (The Packer) [#_Toc515597127]

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management) [#_Toc515597128]

Medical groups warn Trump of ‘imminent healthcare repercussions’ due to visa crackdown (Think Progress) [#_Toc515597129]

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The child-free life: Why so many American women are deciding not to have kids (Washington Post) [#_Toc515597131]

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop) [#_Toc515597132]

Women Less Optimistic Than Men About the Future of Work (Benzinga) [#_Toc515597133]

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [#_Toc515597134]

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A Record Month for Raises (Wall Street Journal) [#_Toc515597136]

Should women feel ashamed for earning more than their male partners? (MarketWatch) [#_Toc515597137]

Jobs Are Booming. Are Wages Next? (Bloomberg) [#_Toc515597138]

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [#_Toc515597139]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [#_Toc515597140]

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller) [#_Toc515597141]

Psychologists: Women are not to blame for the wage gap (EurekAlert!) [#_Toc515597142]

The right to raise a family without going broke (The Week Magazine) [#_Toc515597143]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press) [#_Toc515597144]

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers’ wages (Washington Post) [#_Toc515597145]

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR) [#_Toc515597146]

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News) [#_Toc515597147]

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [#_Toc515597148]

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles) [#_Toc515597149]

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg) [#_Toc515597150]

Minimum Wage [#_Toc515597151]

Seven facts about tipped workers and the tipped minimum wage (Economic Policy Institute) [#_Toc515597152]

[PA] Gov. Wolf calls for increase of state’s minimum wage (WJAC-TV NBC 6 Johnstown) [#_Toc515597153]

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [#_Toc515597154]

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [#_Toc515597155]

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[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [#_Toc515597157]

Paid Leave [#_Toc515597158]

When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune) [#_Toc515597159]

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio) [#_Toc515597160]

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[MA] Mother and Daughter Indicted for Workers' Compensation Fraud (WorkersCompensation) [#_Toc515597162]

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [#_Toc515597163]

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [#_Toc515597164]

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[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [#_Toc515597166]

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [#_Toc515597167]

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [#_Toc515597168]

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[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [#_Toc515597170]

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Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [#_Toc515597172]

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [#_Toc515597173]

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [#_Toc515597174]

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [#_Toc515597175]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [#_Toc515597176]

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [#_Toc515597177]

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance) [#_Toc515597178]

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A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [#_Toc515597180]

Unique new hiring initiative focuses on student vets (Military Times) [#_Toc515597181]

[WI] The Joseph Project raises vets' employment hopes (Stars & Stripes) [#_Toc515597182]

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror) [#_Toc515597183]

Union [#_Toc515597184]

It's time to acknowledge that strikes work (Washington Post) [#_Toc515597185]

Largest federal employee union sues Trump over rollback of union protections (Washington Post) [#_Toc515597186]

Federal employees sue Trump over executive order restricting union activity (The Hill) [#_Toc515597187]

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress) [#_Toc515597188]

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [#_Toc515597189]

Why the Teacher Strikes Matter So Much (Daily Kos) [#_Toc515597190]

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [#_Toc515597191]

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice) [#_Toc515597192]

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader) [#_Toc515597193]

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [#_Toc515597194]

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times) [#_Toc515597195]

[SC] Boeing South Carolina workers face union membership vote (Fox Business) [#_Toc515597196]

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South (Charleston Post & Courier) [#_Toc515597197]

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal) [#_Toc515597198]

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [#_Toc515597199]

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [#_Toc515597200]

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [#_Toc515597201]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton) [#_Toc515597202]

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [#_Toc515597203]

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint) [#_Toc515597204]

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [#_Toc515597205]

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy) [#_Toc515597206]

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [#_Toc515597207]

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner) [#_Toc515597208]

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles) [#_Toc515597209]

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald) [#_Toc515597210]

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal) [#_Toc515597211]

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [#_Toc515597212]

Disability [#_Toc515597213]

How Can Business Leaders Support Disabled Workers? (Talent Economy) [#_Toc515597214]

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal) [#_Toc515597215]

Law & Compliance [#_Toc515597216]

Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [#_Toc515597217]

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune) [#_Toc515597218]

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed) [#_Toc515597219]

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [#_Toc515597220]

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox) [#_Toc515597221]

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [#_Toc515597222]

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming) [#_Toc515597223]

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review) [#_Toc515597224]

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [#_Toc515597225]

Family and Medical Leave [#_Toc515597226]

[TX] Unpaid FMLA leave may be ‘unemployment’ in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [#_Toc515597227]

Retirement [#_Toc515597228]

DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor) [#_Toc515597229]

Solving America’s retirement security challenges (CNBC) [#_Toc515597230]

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report) [#_Toc515597231]

Let’s get real about planning: What an average retirement costs (USA Today) [#_Toc515597232]

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today) [#_Toc515597233]

Gig Workers’ Retirement Prospects Look Dim (Forbes) [#_Toc515597234]

Pension and a paycheck? State may loosen ‘double dipping’ rules (Boston Globe) [#_Toc515597235]

Side Hustles Are Changing How People Plan for Retirement (Motley Fool) [#_Toc515597236]

Retirement Could Be Tougher in the Future (World at Work) [#_Toc515597237]

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo) [#_Toc515597238]

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo) [#_Toc515597239]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [#_Toc515597240]

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [#_Toc515597241]

Trade [#_Toc515597242]

The U.S. Moves Closer to a Trade War With Allies (Wall Street Journal) [#_Toc515597243]

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico) [#_Toc515597244]

Trump’s Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [#_Toc515597245]

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [#_Toc515597246]

TrumpTrade: How Trump’s Trade Policies Divide CEOs (Chief Executive) [#_Toc515597247]

Trump’s Trade War Would Be Very Bad for Many Americans (Pacific Standard) [#_Toc515597248]

[MI] Detroit Wins With NAFTA (Heritage Foundation) [#_Toc515597249]

National [#_Toc515597250]

U.S. consumer spending accelerates; weekly jobless claims fall (New York Times) [#_Toc515597251]

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg) [#_Toc515597252]

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg) [#_Toc515597253]

US consumer spending up 0.6 percent, best in 5 months (ABC News) [#_Toc515597254]

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch) [#_Toc515597255]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [<http://www.berksmontnews.com/general-news/20180531/departmen...>]

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

Unemployment Insurance Weekly Claims (Department of Labor)
[<https://www.dol.gov/sites/default/files/documents/newsroom/r...>]

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

EmploymentJobs Report for May: Here's What to Watch For (New York Times)
[\[https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...\]](https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

U.S. job growth seen picking up, wage growth likely moderate (New York Times)
[\[https://www.nytimes.com/reuters/2018/06/01/business/01reuter...\]](https://www.nytimes.com/reuters/2018/06/01/business/01reuter...)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy. Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists. The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

5 Things to Watch in the May Jobs Report (Wall Street Journal) [\[https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...\]](https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.

Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.

How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?

Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage

increases, but overall pay gains have decelerated in recent months, perplexing economists.

Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

Job growth seen robust in May, but workers still looking for pay raise (CNBC)

[\[https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...\]](https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

May jobs report, what will it take to roil the markets (Fox Business) [\[https://www.foxbusiness.com/markets/may-jobs-report-what-wil...\]](https://www.foxbusiness.com/markets/may-jobs-report-what-wil...)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

US job growth might have picked up in May despite trade rift (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-job-growth-pick...\]](https://abcnews.go.com/Business/wireStory/us-job-growth-pick...)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

These franchises are hiring hundreds of workers this summer (Fox Business)

[\[https://www.foxbusiness.com/features/these-franchises-are-hi...\]](https://www.foxbusiness.com/features/these-franchises-are-hi...)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [\[http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...\]](http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

Got Jobs? Dairy Does (National Milk Producers Federation) [\[http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...\]](http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the "Got Jobs?" campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [\[http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...\]](http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo)
[\[https://www.wkbw.com/news/hiring-716/the-industries-projected...\]](https://www.wkbw.com/news/hiring-716/the-industries-projected...)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York's workforce development.

[Editorial note: See list at source link]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy)
[\[http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...\]](http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [\[http://www.kentucky.com/news/state/kentucky/article212246574...\]](http://www.kentucky.com/news/state/kentucky/article212246574...)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance)
[\[http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...\]](http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The

fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[WI] Foxconn can keep workers in state (La Crosse Tribune) [<http://lacrosetribune.com/opinion/columnists/tom-still-foxc...>]

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [<http://www.fresnobee.com/opinion/article212270549.html>]

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building, 2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

UnemploymentUS Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [<https://www.wsj.com/articles/us-jobless-claims-declined-in-w...>]

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torrey)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor

Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [<https://www.marketwatch.com/story/jobless-claims-drop-13000-...>]

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [<https://www.cnn.com/2018/05/31/sears-plans-to-close-72-more-...>]

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to close next.

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [<https://www.sevendaysvt.com/OffMessage/archives/2018/05/31/k...>]

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [<http://www.carrollcountytimes.com/bs-hs-flood-displaced-work...>]

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[NC] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...\]](https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon)
[\[https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...\]](https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel)
[\[http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...\]](http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times)
[\[http://www.nwitimes.com/business/jobs-and-employment/unemplo...\]](http://www.nwitimes.com/business/jobs-and-employment/unemplo...)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

ApprenticeshipRise of the apprentice: A European tradition comes to the US (MSN) [<http://www.msn.com/en-us/news/other/rise-of-the-apprentice-a...>]

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [<https://www.reuters.com/article/us-world-work-apprentice/the...>]

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [<https://www.insurancejournal.com/news/national/2018/05/31/49...>]

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across

multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [<http://www.localsyr.com/news/local-news/cny-manufacturing-ap...>]

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [<https://urbanmilwaukee.com/pressrelease/u-s-senator-tammy-ba...>]

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [<https://findorff.com/creating-a-foundation-to-build-careers-...>]

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum.

This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle)
[<https://www.king5.com/article/news/local/swiss-apprenticeshi...>]

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

LaborAmerican health-care workers are committing suicide in unprecedented numbers (The Hill)
[<http://thehill.com/opinion/healthcare/389999-american-health...>]

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide — five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

The Heavy Toll of Opioids on America's Labor Force (US News & World Report)
[<https://www.usnews.com/news/healthiest-communities/articles/...>]

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy — on victims, their families, colleagues and communities — all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

Public sector jobs: States where the most people work for the government (USA Today)

[\[https://www.usatoday.com/story/money/economy/2018/06/01/stat...\]](https://www.usatoday.com/story/money/economy/2018/06/01/stat...)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire)

[\[https://www.businesswire.com/news/home/20180531005217/en\]](https://www.businesswire.com/news/home/20180531005217/en)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor)

[\[https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...\]](https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the

U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [http://www.heraldcourier.com/news/business_ap/hard-at-work-e...]

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [<http://www.newson6.com/story/38315741/report-online-lending-...>]

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7 billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/r11806804/the-l...>]

(5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of

small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11804456/caree...\]](https://www.benzinga.com/pressreleases/18/05/r11804456/caree...)

(5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...\]](https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-

service.

Employers' use of temporary, contract workers continues to increase (HR Dive)
[<https://www.hrdive.com/news/employers-use-of-temporary-contr...>]

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[NY] Should employees have a right to disconnect? (HR Dive) [<https://www.hrdive.com/news/should-employees-have-a-right-to...>]

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle)
[<https://www.charlestonchronicle.net/2018/05/31/myers-crossin...>]

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to

college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[GA] Teach For America raising concerns in teaching profession (Daily Illini)

[\[https://dailyillini.com/news/2018/05/31/teach-for-america-ra...\]](https://dailyillini.com/news/2018/05/31/teach-for-america-ra...)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times &Free Press)

[\[http://www.timesfreepress.com/news/local/story/2018/jun/01/n...\]](http://www.timesfreepress.com/news/local/story/2018/jun/01/n...)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential to ensure that community members with a record can actually build productive lives after serving their time.

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [\[http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...\]](http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon)
http://www.starbeacon.com/news/local_news/a-tech-opens-indus...

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press)
<https://www.freep.com/story/money/business/john-gallagher/20...>

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it "Economic gardening." And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business)
<http://www.crainsdetroit.com/article/20180531/blog200/662176...>

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential or apprenticeship program.

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter)
<http://www.chicagoreporter.com/why-doesnt-chicago-have-worke...>

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops

such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate)

[\[http://www.theadvocate.com/new_orleans/news/communities/st_t...\]](http://www.theadvocate.com/new_orleans/news/communities/st_t...)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post)

[\[http://yourhub.denverpost.com/blog/2018/05/job-corps-student...\]](http://yourhub.denverpost.com/blog/2018/05/job-corps-student...)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan)

[\[https://www.coloradoan.com/story/news/local/colorado/2018/05...\]](https://www.coloradoan.com/story/news/local/colorado/2018/05...)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest in Colorado," said David Lopez, sitting at his computer. "Prepositioning. PREPO," he clarified, recognizing the confused look on this reporter's face. Lopez, 19, deals with a lot of acronyms and abbreviations. He's fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working

behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [<http://q13fox.com/2018/05/31/where-are-the-workers-a-farm-cr...>]

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

"What could have been a stellar season I can say was probably not," Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[CA] Silicon Valley’s company towns are doomed (Co.Design) [<https://www.fastcodesign.com/90174299/silicon-valleys-compan...>]

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child LaborCongressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [<http://www.safetyandhealthmagazine.com/articles/print/17109-...>]

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [<https://www.insideedition.com/investigation-finds-children-w...>]

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail)
[\[http://www.dailymail.co.uk/news/article-5792489/Children-you...\]](http://www.dailymail.co.uk/news/article-5792489/Children-you...)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post)
[\[https://nypost.com/2018/05/31/upstate-religious-cult-alleged...\]](https://nypost.com/2018/05/31/upstate-religious-cult-alleged...)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. "They preach peace and love. But there's another side of these people they don't want you to see," says a promo for the "Inside Edition" report, which airs 7 p.m. Friday on CBS.

ImmigrationReport: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart)
[\[http://www.breitbart.com/big-government/2018/05/31/report-mo...\]](http://www.breitbart.com/big-government/2018/05/31/report-mo...)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B

foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza)
[<http://www.freshplaza.com/article/195652/AmericanHort-welcom...>]

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

Ag leaders hope Trump can improve H-2A (The Packer) [<https://www.thepacker.com/article/ag-leaders-hope-trump-can-...>]

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management)
[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acqu...>]

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland’s Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to

The Baltimore Sun.

Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown (Think Progress)
[<https://thinkprogress.org/international-doctors-suffer-from-...>]

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working WomenThe child-free life: Why so many American women are deciding not to have kids (Washington Post) [<https://www.washingtonpost.com/local/the-child-free-life-why...>]

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop)
[<https://www.govloop.com/federally-employed-women-paving-way-...>]

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

Women Less Optimistic Than Men About the Future of Work (Benzinga)
[<https://www.benzinga.com/pressreleases/18/05/r11804508/women...>]

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a

quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [<http://www.heraldbulletin.com/indiana/news/spots-remain-in-g...>]

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation A Record Month for Raises (Wall Street Journal) [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>]

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate."

Should women feel ashamed for earning more than their male partners? (MarketWatch) [<https://www.marketwatch.com/story/should-women-feel-ashamed-...>]

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman's savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they're the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would

feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem "exhausting" and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

Jobs Are Booming. Are Wages Next? (Bloomberg) [<https://www.bloomberg.com/view/articles/2018-05-31/may-u-s-j...>]

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [<https://biglawbusiness.com/tackling-the-motherhood-penalty-s...>]

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14 percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It’s not just promotions and advancements that can be affected; project assignments, lucrative clients, and “good” shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [<http://www.breitbart.com/2018->

[elections/2018/05/30/report-su...\]](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will “offer the maximum hourly wage they feel their business can afford” this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that “nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year.” “Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious,” said Snag CEO Peter Harrison.

The survey’s data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump’s lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller)

[\[http://dailycaller.com/2018/05/31/small-businesses-raising-w...\]](http://dailycaller.com/2018/05/31/small-businesses-raising-w...)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation’s biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

Psychologists: Women are not to blame for the wage gap (EurekAlert!)

[\[https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...\]](https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice’s School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal Industrial and Organizational Psychology.

The right to raise a family without going broke (The Week Magazine) [\[http://theweek.com/articles/775752/right-raise-family-withou...\]](http://theweek.com/articles/775752/right-raise-family-withou...)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press)

[\[https://www.burlingtonfreepress.com/story/news/local/vermont...\]](https://www.burlingtonfreepress.com/story/news/local/vermont...)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages (Washington Post)

[\[https://www.washingtonpost.com/\]](https://www.washingtonpost.com/)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR)

[\[http://stlouiscnr.com/departments/associations/construction-...\]](http://stlouiscnr.com/departments/associations/construction-...)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's

minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News)
[<http://cascadebusnews.com/tight-labor-market-high-school-gra...>]

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

“One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary,” said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [<http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...>]

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles)
[<https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...>]

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11 would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amato. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the

Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...\]](https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum WageSeven facts about tipped workers and the tipped minimum wage (Economic Policy Institute)
[\[https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...\]](https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;

Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;

In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;

Tipped work is overwhelmingly low-wage work, even in D.C.;

Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;

The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.

The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[PA] Gov. Wolf calls for increase of state's minimum wage (WJAC-TV NBC 6 Johnstown)
[\[http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...\]](http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many

Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [<https://whyy.org/articles/despite-lack-of-progress-higher-mi...>]

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [<http://www.wilsonsontimes.com/stories/minimum-wage-hike-would-b...>]

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and. 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [<https://louisianarecord.com/stories/511435618-federal-judge-...>]

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's

claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune)
[\[http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...\]](http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio)
[\[http://michiganradio.org/post/michigan-manufacturers-say-pai...\]](http://michiganradio.org/post/michigan-manufacturers-say-pai...)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation [MA] Mother and Daughter Indicted for Workers' Compensation Fraud
(WorkersCompensation) [\[https://www.workerscompensation.com/news_read.php?id=29565\]](https://www.workerscompensation.com/news_read.php?id=29565)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the

state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/p11805507/louis...>]

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what she reported to insurers, according to the statement.

Employee Misclassification[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [<https://www.classaction.org/news/s1-security-group-hit-with-...>]

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

Worked full time on a pre-set, regular schedule;

Worked more than 56 hours per week for more than 132 weeks;

Did not hold any other job during his time with S1 Security Group;

Was under the defendants' absolute control during his work hours;

Had no discretion to refuse work assignments;

Was required to wear a uniform; and

Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [\[https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...\]](https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [\[https://newrepublic.com/article/148613/silicon-valleys-flexi...\]](https://newrepublic.com/article/148613/silicon-valleys-flexi...)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and direction of the hirer." Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, "When I asked drivers what they like about Uber, then every single time their top answer is 'I get to be my own boss. I get to use you when I want to. I can do whatever I want.'"

Wage Violations[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [\[http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...\]](http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. "Plain and simple — it's stealing," James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. "It's stealing just like any other kind of stealing, and people that do it ought to face the consequences."

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under "expense reimbursement" in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. "These timesheets weren't just a here and there kind of thing," Vance said at the press conference. "This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees' timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented."

Worker Safety Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29563]

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. "Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents," the organization's board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 "Most Wanted" safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [<http://www.heraldsun.com/news/state/south-carolina/article21...>]

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [<http://valdostatoday.com/2018/05/osha-construction-training-...>]

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [<http://miami.cbslocal.com/2018/05/30/crane-collapse-homes-la...>]

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [<http://laborpress.org/caterpillar-worker-dies-in-wisconsin-p...>]

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [<http://billingsgazette.com/news/local/osha-fines-billings-co...>]

(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to

\$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance)
[<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

VeteranA Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [<https://edtechtimes.com/2018/05/31/code-platoon-coding-bootc...>]

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

Unique new hiring initiative focuses on student vets (Military Times)
[<https://rebootcamp.militarytimes.com/news/employment/2018/05...>]

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and

how does this fit into your existing commitments,” Schmeling said. “If somebody has said, ‘We’re going to hire 10,000 veterans’ – great. Let’s make sure student veterans are a part of that.”

[WI] The Joseph Project raises vets’ employment hopes (Stars & Stripes)
[\[https://www.stripes.com/news/veterans/the-joseph-project-rai...\]](https://www.stripes.com/news/veterans/the-joseph-project-rai...)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn’t have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson’s The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson’s office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren’t guaranteed a job, but whether or not they are hired, it could open future doors.

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror)
[\[http://www.gilmermirror.com/view/full_story/27574125/article...\]](http://www.gilmermirror.com/view/full_story/27574125/article...)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M’s AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA’s Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. “Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers,” said Secretary Perdue, who is a veteran of the U.S. Air Force. “Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes.”

UnionIt’s time to acknowledge that strikes work (Washington Post)
[\[https://www.washingtonpost.com/news/posteverything/wp/2018/0...\]](https://www.washingtonpost.com/news/posteverything/wp/2018/0...)

(5/31/2018 1:20 PM, Alex Press)

At last month’s Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they’d learned from this year’s strikes. In doing so, they further kindled the spark lit during the West Virginia teachers’ strike. If West Virginia teachers — some of the most poorly paid educators in one of the country’s poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what’s possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it’s time to reiterate what many in the labor movement have long argued: strikes work.

It’s easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump’s election and the bitterly contested 2016 primary. Clearly, many feel they’ve been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women’s marches. But those

strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

Largest federal employee union sues Trump over rollback of union protections (Washington Post)
[\[https://www.washingtonpost.com/politics/largest-federal-empl...\]](https://www.washingtonpost.com/politics/largest-federal-empl...)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

Federal employees sue Trump over executive order restricting union activity (The Hill)
[\[http://thehill.com/regulation/court-battles/390150-federal-e...\]](http://thehill.com/regulation/court-battles/390150-federal-e...)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their working hours is an illegal change to the Civil Service Report Act.

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress)
[\[https://thinkprogress.org/trump-administration-sued-for-gutt...\]](https://thinkprogress.org/trump-administration-sued-for-gutt...)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of

Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [<http://prospect.org/article/trump-moves-curb-federal-employee...>]

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

Why the Teacher Strikes Matter So Much (Daily Kos) [<https://www.dailykos.com/stories/2018/5/31/1768496/-Why-the-...>]

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp geometry and algebra such that we felt competent in math.

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [<http://www.post-gazette.com/business/career-workplace/2018/0...>]

(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice)
[\[http://citizensvoice.com/news/striking-nurses-picket-wilkes-...\]](http://citizensvoice.com/news/striking-nurses-picket-wilkes-...)

(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader)
[\[https://www.timesleader.com/news/local/706151/nurses-strike-...\]](https://www.timesleader.com/news/local/706151/nurses-strike-...)

(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [\[https://www.arlnow.com/2018/05/30/workers-at-army-national-g...\]](https://www.arlnow.com/2018/05/30/workers-at-army-national-g...)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times)
[\[https://www.nytimes.com/reuters/2018/05/31/business/31reuter...\]](https://www.nytimes.com/reuters/2018/05/31/business/31reuter...)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[SC] Boeing South Carolina workers face union membership vote (Fox Business)

[\[https://www.foxbusiness.com/politics/boeing-south-carolina-w...\]](https://www.foxbusiness.com/politics/boeing-south-carolina-w...)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South

(Charleston Post & Courier) [\[https://www.postandcourier.com/business/boeing-s-flight-line...\]](https://www.postandcourier.com/business/boeing-s-flight-line...)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal)

[\[https://charlestonbusiness.com/news/aerospace/74560/\]](https://charlestonbusiness.com/news/aerospace/74560/)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [<http://abcnews4.com/news/local/flight-line-technicians-at-bo...>]

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [<https://www.bloomberg.com/news/articles/2018-05-31/boeing-so...>]

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley. In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [<http://www.live5news.com/story/38314195/flightline-workers-a...>]

(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American

industry and the American worker.

[Editorial note: View video at source link]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton)
[<http://www.wdtn.com/news/local-news/more-than-300-at-t-worke...>]

(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [<http://www.craindetroit.com/article/20180531/news/662331/un...>]

(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint)
[<http://nbc25news.com/news/local/att-very-prepared-to-keep-se...>]

(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural disasters, or even work stoppages."

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [<https://www.wtmj.com/news/at-t-workers-to-strike-in-milwaukee...>]

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same

thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy)
[<http://www.wgem.com/story/38317410/2018/05/31/wiu-faculty-an...>]

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [<http://fox4kc.com/2018/05/31/right-to-work-firestorm-smolder...>]

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner)
[<https://www.washingtonexaminer.com/opinion/op-eds/chaves-cou...>]

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles)
[<http://www.kplctv.com/story/38319444/50000-las-vegas-workers...>]

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald)
[\[https://www.heraldextra.com/entertainment/possibility-of-las...\]](https://www.heraldextra.com/entertainment/possibility-of-las...)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/unions...\]](https://www.reviewjournal.com/business/casinos-gaming/unions...)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [\[https://www.desertsun.com/story/news/politics/2018/05/31/tds...\]](https://www.desertsun.com/story/news/politics/2018/05/31/tds...)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

DisabilityHow Can Business Leaders Support Disabled Workers? (Talent Economy)
[\[http://www.talenteconomy.io/2018/05/30/how-can-business-lead...\]](http://www.talenteconomy.io/2018/05/30/how-can-business-lead...)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal)
[\[https://www.ibj.com/articles/69030-st-vincent-settles-disabi...\]](https://www.ibj.com/articles/69030-st-vincent-settles-disabi...)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [\[https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...\]](https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not

know if the other driver was disciplined.

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune)
[<http://fortune.com/2018/05/31/gretchen-carlson-supreme-court...>]

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in *Epic Systems Corp v. Lewis*. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a “hunting ground.”

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed)
[<https://www.buzzfeed.com/lamvo/sexual-harrassment-data-gilli...>]

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that “collecting this information would be complex and costly” and that employers may have “difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions.”

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [<https://www.hudsonvalley360.com/article/us-department-labor-...>]

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. “To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path,” said Acting Wage and Hour Division Administrator Bryan Jarrett.

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox)
[<https://www.vox.com/policy-and-politics/2018/5/31/17408884/f...>]

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, *Bradley v. T-Mobile*, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [<http://www.eriectvnews.com/story/38315723/new-federal-tip-poo...>]

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, *The Tip Income Protection Act - Changes to Tip Pooling*

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100 per violation."

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming)
[<https://www.cottonfarming.com/ginning-marketplace/departmen...>]

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review)
[\[https://www.natlawreview.com/article/new-laws-place-addition...\]](https://www.natlawreview.com/article/new-laws-place-addition...)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [\[https://topclassactions.com/lawsuit-settlements/lawsuit-news...\]](https://topclassactions.com/lawsuit-settlements/lawsuit-news...)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave[TX] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [\[http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...\]](http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as "unemployed" while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than "unemployed" status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was "not performing services for wages"—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission's decisions below had not determined the employee's eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits "if [she met] all other requirements." It was the county employer's view that the Act's definitions of "totally unemployed" and "partially unemployed" were relevant only as to eligibility, but not to the threshold issue of whether a claimant was "unemployed," and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

RetirementDOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor)
[\[https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...\]](https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency's years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL's previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser's failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

Solving America's retirement security challenges (CNBC) [<https://www.cnbc.com/2018/05/31/solving-americas-retirement-...>]

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it's a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report)
[<https://money.usnews.com/investing/news/articles/2018-05-31/...>]

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

Let's get real about planning: What an average retirement costs (USA Today)
[<https://www.usatoday.com/story/money/personalfinance/retireme...>]

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, “older households” — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That’s about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees’ spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here’s the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

Housing: \$1,322

Transportation: \$567

Health care: \$499

Food: \$483

Personal insurance/pensions: \$237

Cash contributions: \$202

Entertainment: \$197

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today)

[\[https://www.usatoday.com/story/money/personalfinance/retirem...\]](https://www.usatoday.com/story/money/personalfinance/retirem...)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren’t saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year’s first quarter, according to Fidelity. That’s a 45% increase from one year prior. Of course, there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it’s possible to amass \$1 million and retire comfortably as a result. If that’s the sort of goal you have in mind, here’s how to get there.

Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn’t demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.

Take full advantage of your employer match - If you’re lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That’s because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.

Invest your savings wisely - You may have noticed by now that we’ve applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it’s just a bit below the stock market’s average, which means it’s a pretty fair benchmark for projecting returns.

Gig Workers' Retirement Prospects Look Dim (Forbes)
[\[https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...\]](https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

Pension and a paycheck? State may loosen 'double dipping' rules (Boston Globe)
[\[http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...\]](http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

Side Hustles Are Changing How People Plan for Retirement (Motley Fool)
[\[https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...\]](https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement

savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

Retirement Could Be Tougher in the Future (World at Work)
[<https://www.worldatwork.org/workspan/articles/retirement-cou...>]

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo)
[<http://www.wben.com/articles/some-tops-employees-will-lose-p...>]

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo)
[<http://www.wivb.com/news/local-news/tops-teamster-workers-fu...>]

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund--which has a governing board separate from the Teamsters union--refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [<http://www.startribune.com/dayton-signs-pension-bill-aimed-a...>]

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [<http://www.latimes.com/business/la-fi-jarvis-calsavers-20180...>]

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

TradeThe U.S. Moves Closer to a Trade War With Allies (Wall Street Journal)
[<https://blogs.wsj.com/economics/2018/05/31/real-time-economi...>]

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico)
[<https://www.politico.com/newsletters/politico-influence/2018...>]

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent

months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

Trump's Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [<https://www.bna.com/trumps-steel-tariffs-n57982093100/>]

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [<http://www.businessinsider.com/america-nafta-us-economy-trad...>]

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

TrumpTrade: How Trump's Trade Policies Divide CEOs (Chief Executive) [<https://chiefexecutive.net/trumps-trade-policies-divide-ceos...>]

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

Trump's Trade War Would Be Very Bad for Many Americans (Pacific Standard)

[\[https://psmag.com/economics/the-trump-trade-war-is-back-on\]](https://psmag.com/economics/the-trump-trade-war-is-back-on)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[MI] Detroit Wins With NAFTA (Heritage Foundation) [\[https://www.heritage.org/trade/commentary/detroit-wins-nafta...\]](https://www.heritage.org/trade/commentary/detroit-wins-nafta...)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

NationalU.S. consumer spending accelerates; weekly jobless claims fall (New York Times)

[\[https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...\]](https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent

increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were "fairly broad-based in April," said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday's data. "It's not like we'll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households."

US consumer spending up 0.6 percent, best in 5 months (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-consumer-spendi...\]](https://abcnews.go.com/Business/wireStory/us-consumer-spendi...)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month's increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch)
[<https://www.marketwatch.com/story/the-next-us-recession-like...>]

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Friday, June 1, 2018 6:00 AM ET

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Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

[Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety \(Berks-Mont News\)](#)

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

[Unemployment Insurance Weekly Claims \(Department of Labor\)](#)

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

Employment

[Jobs Report for May: Here's What to Watch For \(New York Times\)](#)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

[U.S. job growth seen picking up, wage growth likely moderate \(New York Times\)](#)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy.

Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists.

The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

[5 Things to Watch in the May Jobs Report \(Wall Street Journal\)](#)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

1. Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.
2. Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.
3. How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?
4. Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage increases, but overall pay gains have decelerated in recent months, perplexing economists.
5. Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

[Job growth seen robust in May, but workers still looking for pay raise \(CNBC\)](#)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

[May jobs report, what will it take to roil the markets \(Fox Business\)](#)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by

Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

[US job growth might have picked up in May despite trade rift \(ABC News\)](#)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

[These franchises are hiring hundreds of workers this summer \(Fox Business\)](#)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

[As U.S. jobs go begging, forget those monthly gains of 200,000 \(MSN\)](#)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

[Got Jobs? Dairy Does \(National Milk Producers Federation\)](#)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to

illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the “Got Jobs?” campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

[Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder’s Annual Survey \(Spoke\)](#)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[\[NY\] The industries projected to have the most job openings in WNY \(WKBW-TV ABC 7 Buffalo\)](#)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York’s workforce development.

[Editorial note: See list at source link]

[\[GA\] Korean company to create 500 jobs in Whitfield County \(Penn Energy\)](#)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will

be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[\[KY\] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says \(Lexington Herald-Leader\)](#)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[\[MI\] Morley to hire 60 people for customer service jobs starting at \\$10 per hour \(Grand Valley Advance\)](#)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[\[WI\] Foxconn can keep workers in state \(La Crosse Tribune\)](#)

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[\[CA\] New milestone on high-speed rail project: 2,000th construction job created \(Fresno Bee\)](#)

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building,

2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

Unemployment

[US Jobless Claims Declined in Week Ended May 26 \(Wall Street Journal\)](#)

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torry)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

[Jobless claims drop 13,000 to 221,000 in late May \(MarketWatch\)](#)

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

[Sears plans to close 72 more stores, closing sales to start in near future \(CNBC\)](#)

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to

close next.

[\[VT\] Keurig Green Mountain Lays Off 35 Vermont Employees \(Seven Days Vermont\)](#)

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[\[MD\] Ellicott City flood leaves many workers without jobs \(Carroll County Times\)](#)

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[\[NC\] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce \(WRAL TechWire\)](#)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[\[GA\] Unemployment rate drops in Middle Georgia \(WMGT-TV NBC 41 Macon\)](#)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[\[FL\] Florida job cuts tick up in May, but down 15 percent year-to-date \(Fort Lauderdale Sun-Sentinel\)](#)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-

date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[\[IN\] Unemployment plunges across Northwest Indiana \(Northwest Indiana Times\)](#)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

Apprenticeship

[Rise of the apprentice: A European tradition comes to the US \(MSN\)](#)

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[The rise of the apprentice: a European tradition comes to the U.S. \(Reuters\)](#)

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

[More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent \(Insurance Journal\)](#)

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[\[NY\] CNY Manufacturing Apprenticeship program enters next phase \(WSYR-TV 9 Syracuse\)](#)

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[\[WI\] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek \(Urban Milwaukee\)](#)

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector

partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[\[WI\] Creating a Foundation to Build Careers: Our Youth Apprenticeships \(Findorff\)](#)

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum. This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[\[WA\] Swiss apprenticeship program touted for Washington state \(KING-TV NBC 5 Seattle\)](#)

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

Labor

[American health-care workers are committing suicide in unprecedented numbers \(The Hill\)](#)

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide —

five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

[The Heavy Toll of Opioids on America's Labor Force \(US News & World Report\)](#)

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy – on victims, their families, colleagues and communities – all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

[Public sector jobs: States where the most people work for the government \(USA Today\)](#)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

[Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds \(Business Wire\)](#)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

[Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

[Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care \(Bristol Herald Courier\)](#)

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

[Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \\$40 Billion for the Economy Over Three Years \(KOTV-TV 6 Tulsa\)](#)

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7

billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

[The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit \(Benzinga\)](#) (5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

[CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs \(Benzinga\)](#) (5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

[Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short \(Benzinga\)](#)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-service.

[Employers' use of temporary, contract workers continues to increase \(HR Dive\)](#)

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[\[NY\] Should employees have a right to disconnect? \(HR Dive\)](#)

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[\[SC\] Myers Crossing Training Prepares Students For Life-changing Occupations \(Charleston Chronicle\)](#)

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[\[GA\] Teach For America raising concerns in teaching profession \(Daily Illini\)](#)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[\[TN\] New Life Job Fair offers second chance to felons \(Chattanooga Times & Free Press\)](#)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential

to ensure that community members with a record can actually build productive lives after serving their time.

[\[OH\] Officials unveil new Mine Safety Training Center \(WTRF-TV 7 Wheeling\)](#)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[\[OH\] A-Tech opens industrial maintenance training lab to public \(Ashtabula Star-Beacon\)](#)

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[\[MI\] Why Michigan's workforce could be filled with outsiders \(Detroit Free Press\)](#)

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it “Economic gardening.” And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[\[MI\] Now's no time to be humble in courting talent to Michigan \(Crain's Detroit Business\)](#)

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential

or apprenticeship program.

[\[IL\] Why doesn't Chicago have worker-owned cooperatives? \(Chicago Reporter\)](#)

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[\[LA\] STEM Fest aims to take learning to a higher level \(Baton Rouge Advocate\)](#)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[\[CO\] Job Corps Student Finds Success in the Denver Workforce \(Denver Post\)](#)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[\[CO\] When wildfires spark, these young dispatchers work behind the scenes \(The Coloradoan\)](#)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest

in Colorado,” said David Lopez, sitting at his computer. “Prepositioning. PREPO,” he clarified, recognizing the confused look on this reporter’s face. Lopez, 19, deals with a lot of acronyms and abbreviations. He’s fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[\[WA\] Where are the workers? A farm crisis in Washington \(KCPQ-TV Fox 13 Seattle\)](#)

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

“What could have been a stellar season I can say was probably not,” Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[\[CA\] Silicon Valley’s company towns are doomed \(Co.Design\)](#)

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child Labor

[Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs \(Safety & Health\)](#)

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and

student-learner programs.”

[\[NY\] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers \(Inside Edition\)](#)

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[\[NY\] American children as young as NINE found working in ‘cult-run’ NEW YORK factory \(Daily Mail\)](#)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a ‘cult’ by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former ‘cult’ member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[\[NY\] Upstate religious cult allegedly beats kids, forces them into labor \(New York Post\)](#)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. “They preach peace and love. But there’s another side of these people they don’t want you to see,” says a promo for the “Inside Edition” report, which airs 7 p.m. Friday on CBS.

Immigration

[Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year \(Breitbart\)](#)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since

President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

[AmericanHort welcomes H-2A improvement initiative \(Fresh Plaza\)](#)

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

[Ag leaders hope Trump can improve H-2A \(The Packer\)](#)

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

[More H-2B Visas for Seasonal Work Available This Summer \(Society for Human Resource Management\)](#)

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland's Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to The Baltimore Sun.

[Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown \(Think Progress\)](#)

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working Women

[The child-free life: Why so many American women are deciding not to have kids \(Washington Post\)](#)

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

[Federally Employed Women: Paving the Way for Equal Opportunity \(GovLoop\)](#)

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie

discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

[Women Less Optimistic Than Men About the Future of Work \(Benzinga\)](#)

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[\[IN\] Spots remain in girls STEM summer camp at Ivy Tech Kokomo \(Anderson Herald-Bulletin\)](#)

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation

[A Record Month for Raises \(Wall Street Journal\)](#)

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday

issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report “job creation around 170,000, absent a surprise increase in the labor force participation rate.”

[Should women feel ashamed for earning more than their male partners? \(MarketWatch\)](#)

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman’s savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they’re the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem “exhausting” and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

[Jobs Are Booming. Are Wages Next? \(Bloomberg\)](#)

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

[Tackling the ‘Motherhood Penalty’? Start With Benefits \(Bloomberg BNA\)](#)

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14

percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It's not just promotions and advancements that can be affected; project assignments, lucrative clients, and "good" shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

[Report: Summer Hiring Raising Voters' Wages Before Midterms \(Breitbart\)](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will "offer the maximum hourly wage they feel their business can afford" this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that "nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year." "Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious," said Snag CEO Peter Harrison.

The survey's data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump's lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

[A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market \(Daily Caller\)](#)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation's biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

[Psychologists: Women are not to blame for the wage gap \(EurekAlert!\)](#)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing

psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice's School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

[The right to raise a family without going broke \(The Week Magazine\)](#)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[\[VT\] Vermont will pay remote workers \\$10,000 to move here \(Burlington Free Press\)](#)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[\[DC\] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages \(Washington Post\)](#)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[\[MO\] Construction Industry Awaits Passage of Prevailing Wage Compromise \(St. Louis CNR\)](#)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[\[OR\] In a Tight Labor Market, High School Grads Can Make Big Salaries \(Cascade Business News\)](#)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

"One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary," said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[\[CA\] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says \(Los Angeles Times\)](#)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[\[CA\] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees \(KNBC-TV NBC 4 Los Angeles\)](#)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11

would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amaro. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[\[CA\] Disney Offers to Raise California Park Worker Pay to \\$15 an Hour \(Bloomberg\)](#)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum Wage

[Seven facts about tipped workers and the tipped minimum wage \(Economic Policy Institute\)](#)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

1. In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;
2. Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;
3. In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;
4. Tipped work is overwhelmingly low-wage work, even in D.C.;
5. Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;
6. The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.
7. The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[\[PA\] Gov. Wolf calls for increase of state's minimum wage \(WJAC-TV NBC 6 Johnstown\)](#)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[\[PA\] Despite lack of progress, higher minimum wage advocates see some bright spots \(WHYY Public Broadcasting\)](#)

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[\[NC\] Minimum wage hike would boost economy \(Wilson Daily Times\)](#)

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and, 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime

[\[LA\] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender \(Louisiana Record\)](#)

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement

in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave

[When high-profile women take short maternity leaves, it sends mixed message \(Chicago Tribune\)](#)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[\[MI\] Michigan manufacturers say paid sick leave mandate could hurt job growth \(Michigan Radio\)](#)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation

[\[MA\] Mother and Daughter Indicted for Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[\[LA\] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds \(Benzinga\)](#)

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[\[CA\] Co-owner of multistate cleaning company charged with comp fraud \(Business Insurance\)](#)

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what

she reported to insurers, according to the statement.

Employee Misclassification

[\[FL\] S1 Security Group Hit with Worker Misclassification Lawsuit \(ClassAction\)](#)

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

- Worked full time on a pre-set, regular schedule;
- Worked more than 56 hours per week for more than 132 weeks;
- Did not hold any other job during his time with S1 Security Group;
- Was under the defendants' absolute control during his work hours;
- Had no discretion to refuse work assignments;
- Was required to wear a uniform; and
- Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[\[CA\] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' \(ThinkProgress\)](#)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[\[CA\] Silicon Valley's "Flexibility" Fetish \(New Republic\)](#)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and

direction of the hirer.” Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, “When I asked drivers what they like about Uber, then every single time their top answer is ‘I get to be my own boss. I get to use you when I want to. I can do whatever I want.’”

Wage Violations

[\[NY\] Vance Targets Wage Theft in Manhattan Construction \(Manhattan Express\)](#)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. “Plain and simple — it’s stealing,” James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. “It’s stealing just like any other kind of stealing, and people that do it ought to face the consequences.”

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under “expense reimbursement” in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. “These timesheets weren’t just a here and there kind of thing,” Vance said at the press conference. “This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees’ timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented.”

Worker Safety

[Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. “Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents,” the organization’s board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 “Most Wanted” safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[\[SC\] 2 workers hurt in South Carolina construction collapse \(Durham Herald-Sun\)](#)

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[\[GA\] OSHA Construction Training Prepares Residents for the Workforce \(Valdosta Today\)](#)

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[\[FL\] Large crane collapses on home \(WFOR-TV CBS 4 Miami\)](#)

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[\[WI\] Caterpillar Worker Dies in Wisconsin Plant \(Labor Press\)](#)

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions

at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[\[MT\] OSHA fines Billings construction company after concrete beam fell on worker, killing him \(Billings Gazette\)](#)
(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to \$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[\[HI\] Hawaii reports surge in serious work-related accidents \(Business Insurance\)](#)
(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

Veteran

[A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers \(EdTech Times\)](#)

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

[Unique new hiring initiative focuses on student vets \(Military Times\)](#)

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and how does this fit into your existing commitments," Schmeling said. "If somebody has said, 'We're going to hire 10,000 veterans' – great. Let's make sure student veterans are a part of that."

[\[WI\] The Joseph Project raises vets' employment hopes \(Stars & Stripes\)](#)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn't have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson's The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson's office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren't guaranteed a job, but whether or not they are hired, it could open future doors.

[\[TX\] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers \(Gilmer Mirror\)](#)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M's AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA's Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. "Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers," said Secretary Perdue, who is a veteran of the U.S. Air Force. "Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes."

Union

[It's time to acknowledge that strikes work \(Washington Post\)](#)

(5/31/2018 1:20 PM, Alex Press)

At last month's Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they'd learned from this year's strikes. In doing so, they further kindled the spark lit during the West Virginia teachers' strike. If West Virginia teachers — some of the most poorly paid educators in one of the country's poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what's possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it's time to reiterate what many in the labor movement have long argued: strikes work.

It's easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump's election and the bitterly contested 2016 primary. Clearly, many feel they've been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women's marches. But those strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

[Largest federal employee union sues Trump over rollback of union protections \(Washington Post\)](#)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

[Federal employees sue Trump over executive order restricting union activity \(The Hill\)](#)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their

working hours is an illegal change to the Civil Service Report Act.

[Trump administration sued after trying to gut federal workers' union rights \(ThinkProgress\)](#)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

[Trump Moves to Curb Federal Employee Labor Protections \(American Prospect\)](#)

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

[Why the Teacher Strikes Matter So Much \(Daily Kos\)](#)

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp

geometry and algebra such that we felt competent in math.

[\[PA\] As construction booms, merger grows carpenters union clout in Pittsburgh \(Pittsburgh Post-Gazette\)](#)
(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[\[PA\] Striking nurses picket Wilkes-Barre General \(Wilkes-Barre Citizens' Voice\)](#)
(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[\[PA\] Nurses strike for patients; WB Gen owner locks them out until Tuesday \(Wilkes-Barre Times Leader\)](#)
(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[\[VA\] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize \(ARL Now\)](#)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[\[SC\] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant \(New York Times\)](#)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[\[SC\] Boeing South Carolina workers face union membership vote \(Fox Business\)](#)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[\[SC\] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South \(Charleston Post & Courier\)](#)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[\[SC\] Boeing S.C. flight line workers vote to unionize \(Charleston Business Journal\)](#)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[\[SC\] Boeing SC flight line workers vote to unionize, company says its 'disappointed' \(WCIV-TV ABC 4 Charleston\)](#)

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[\[SC\] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win \(Bloomberg\)](#)

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley.

In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[\[SC\] Flightline workers at North Charleston Boeing campus vote to unionize \(WCSC-TV CBS 5 Charleston\)](#)
(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American industry and the American worker.

[Editorial note: View video at source link]

[\[OH\] More than 300 AT&T workers in Dayton go on strike \(WDTN-TV 2 Dayton\)](#)
(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[\[MI\] Union, trade association say road work to continue in Michigan despite plans to sever ties \(Crain's Detroit Business\)](#)
(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[\[MI\] AT&T 'very prepared' to keep serving customers as union workers walk off job \(WEYI-TV NBC 25 Flint\)](#)
(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural

disasters, or even work stoppages."

[\[WI\] AT&T workers to strike in Milwaukee \(WTMJ-AM 620 Milwaukee\)](#)

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[\[IL\] WIU faculty and staff approve tentative employment agreement \(WGEM-TV NBC Quincy\)](#)

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[\[MO\] 'Right to work' firestorm smolders in Missouri — Here's what you need to know \(WDAF-TV Fox 4 Kansas City\)](#)

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[\[NM\] Fourth New Mexico county goes right-to-work \(Washington Examiner\)](#)

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[\[NV\] 50,000 Las Vegas workers set to strike, demand protection from robots \(KPLC-TV NBC 7 Lake Charles\)](#)

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[\[NV\] Possibility of Las Vegas casino workers' strike draws closer \(Central Utah Daily Herald\)](#)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[\[NV\] Unions, casinos continue negotiations hours before deadline \(Las Vegas Review-Journal\)](#)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[\[CA\] The Riverside Sheriffs' Association has given over \\$1 million this election cycle. But does the public know why? \(Palm Springs Desert Sun\)](#)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and

statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

Disability

[How Can Business Leaders Support Disabled Workers? \(Talent Economy\)](#)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[\[IN\] St. Vincent settles disability-discrimination lawsuit from EEOC \(Indianapolis Business Journal\)](#)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance

[Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo \(ABC News\)](#)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not know if the other driver was disciplined.

[The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. \(Fortune\)](#)

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in Epic Systems Corp v. Lewis. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a "hunting ground."

[These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce \(BuzzFeed\)](#)

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that "collecting this information would be complex and costly" and that employers may have "difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions."

[U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws \(HudsonValley360\)](#)

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. "To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path," said Acting Wage and Hour Division Administrator Bryan Jarrett.

[Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers \(Vox\)](#)

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, Bradley v. T-Mobile, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

[New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says \(WSEE-TV CBS 35 Erie\)](#)

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, The Tip Income Protection Act - Changes to Tip Pooling

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100

per violation."

[\[TX\] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row \(Cotton Farming\)](#)

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[\[WA\] New Laws Place Additional Restrictions on Washington Employers \(National Law Review\)](#)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[\[CA\] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling \(Top Class Actions\)](#)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave

[\[TX\] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question \(EmploymentLawDaily\)](#)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as “unemployed” while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than “unemployed” status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was “not performing services for wages”—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission’s decisions below had not determined the employee’s eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits “if [she met] all other requirements.” It was the county employer’s view that the Act’s definitions of “totally unemployed” and “partially unemployed” were relevant only as to eligibility, but not to the threshold issue of whether a claimant was “unemployed,” and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

Retirement

[DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency’s years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL’s previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser’s failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

[Solving America’s retirement security challenges \(CNBC\)](#)

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it’s a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

[Why U.S. Retirees Are Waiting Longer to Claim Social Security \(US News & World Report\)](#)

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

[Let's get real about planning: What an average retirement costs \(USA Today\)](#)

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

- Housing: \$1,322
- Transportation: \$567
- Health care: \$499
- Food: \$483
- Personal insurance/pensions: \$237
- Cash contributions: \$202
- Entertainment: \$197

[Want to join the 401\(k\) millionaires club? Here's how to do it \(USA Today\)](#)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren't saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year's first quarter, according to Fidelity. That's a 45% increase from one year prior. Of course,

there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it's possible to amass \$1 million and retire comfortably as a result. If that's the sort of goal you have in mind, here's how to get there.

1. Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn't demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.
2. Take full advantage of your employer match - If you're lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That's because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.
3. Invest your savings wisely - You may have noticed by now that we've applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it's just a bit below the stock market's average, which means it's a pretty fair benchmark for projecting returns.

[Gig Workers' Retirement Prospects Look Dim \(Forbes\)](#)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

[Pension and a paycheck? State may loosen 'double dipping' rules \(Boston Globe\)](#)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

[Side Hustles Are Changing How People Plan for Retirement \(Motley Fool\)](#)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

[Retirement Could Be Tougher in the Future \(World at Work\)](#)

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

[Some Tops Employees Will Lose Portions of Their Pensions \(WBEN-AM 930 Buffalo\)](#)

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[\[NY\] Tops Teamster workers fuming over loss of pensions \(WIVB-TV 4 Buffalo\)](#)

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund—which has a governing board separate from the Teamsters union—refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[\[MN\] Dayton signs pension bill aimed at long-term stability in state retirement system \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[\[CA\] California created a savings program for workers without retirement benefits. A group is suing to kill it \(Los Angeles Times\)](#)

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

Trade

[The U.S. Moves Closer to a Trade War With Allies \(Wall Street Journal\)](#)

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

[Trump moves on steel, aluminum tariffs despite lobbying efforts \(Politico\)](#)

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

[Trump's Steel Tariffs Could Hurt U.S. Coal Companies \(Bloomberg BNA\)](#)

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

[3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it \(Business Insider\)](#)

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has

cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

[TrumpTrade: How Trump's Trade Policies Divide CEOs \(Chief Executive\)](#)

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

[Trump's Trade War Would Be Very Bad for Many Americans \(Pacific Standard\)](#)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[\[MI\] Detroit Wins With NAFTA \(Heritage Foundation\)](#)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

National

[U.S. consumer spending accelerates; weekly jobless claims fall \(New York Times\)](#)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

[U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% \(Bloomberg\)](#)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

[U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter \(Bloomberg\)](#)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the

same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were “fairly broad-based in April,” said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday’s data. “It’s not like we’ll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households.”

[US consumer spending up 0.6 percent, best in 5 months \(ABC News\)](#)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month’s increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

[The next U.S. recession likely will be wok-shaped: shallower and longer \(MarketWatch\)](#)

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}

From: Haugen, Steven - BLS
To: [Horrigan, Michael - BLS](#); [Hatch, Julie - BLS](#); [Allard, Dorinda - BLS](#); [Horvath, Fran - BLS](#)
Subject: fyi
Date: Friday, June 01, 2018 7:46:01 AM

<https://www.cnbc.com/2018/06/01/kudlow-on-trump-jobs-tweet-i-dont-think-he-gave-anything-away.html>
[<https://www.cnbc.com/2018/06/01/kudlow-on-trump-jobs-tweet-i...>]

From: Hatch, Julie - BLS
To: [EU STF](#)
Cc: [Barr, G. Stephen - OPA](#)
Subject: OPA contact for June.
Date: Friday, June 01, 2018 6:04:00 AM

Megan Kindelan is out of the office on jury duty until June 22.

Steve Barr at main DOL can handle calls that she normally would take. His desk phone is 202-693-4678.

I know we may get calls this morning about the President's tweet. <https://www.cnbc.com/2018/06/01/trump-calls-strong-jobs-numbers-saying-an-hour-before-he-was-looking-forward-to-the-report.html>
[<https://www.cnbc.com/2018/06/01/trump-calls-strong-jobs-numb...>]

Julie

From: Liddel, Emily L - BLS
To: [Hatch, Julie - BLS](#); [Robertson, Ken - BLS](#); [Allard, Dorinda - BLS](#); [Haugen, Steven - BLS](#); [Horvath, Fran - BLS](#); [Manning, Chris - BLS](#); [Clinton, Angie - BLS](#); [Kelter, Laura - BLS](#)
Subject: Trump tweet this morning
Date: Friday, June 01, 2018 6:28:08 AM
Attachments: [image001.png](#)

If you or your staff receive any inquiries regarding the President's tweet, please forward over to Steve Barr at OPA.

barr.g.stephen@dol.gov [<mailto:barr.g.stephen@dol.gov>]

202-693-4676

Thanks,

Emily

Emily Lloyd Liddel

Chief, Division of Publishing Services

Office of Publications

U.S. Bureau of Labor Statistics

202.691.6468

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BLS

We have a stat for that!

From: The Washington Post
To: [Hatch, Julie - BLS](#)
Subject: [MARKETING] The Daily 202: Why Virginia's Medicaid expansion is a big deal
Date: Thursday, May 31, 2018 6:24:22 AM

The Daily 202 from PowerPost

Obamacare isn't going anywhere.

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[<http://li.washingtonpost.com/click?s=137376&sz=69x15&...>]

Why Virginia's Medicaid expansion is a big deal
[<https://s2.washingtonpost.com/6aeb87/5b0ff3defe1ff63b7974989...>]

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Del. Danica Roem (D-Prince William) talks with supporters of Medicaid expansion as they celebrate a vote in the gallery of the Virginia Senate at the capitol in Richmond on Wednesday. (Steve Helber/AP)

[IMG \[70\]](#)

BY JAMES HOHMANN

with Breanne Deppisch and Joanie Greve

THE BIG IDEA: As Joe Biden put it a little differently when Barack Obama signed the Affordable Care Act eight years ago, Virginia's expansion of Medicaid on Wednesday is big dang deal. And not just because 400,000 low-income citizens [<https://s2.washingtonpost.com/6aeb88/5b0ff3defe1ff63b7974989...>] will now have access [<https://s2.washingtonpost.com/6aeb89/5b0ff3defe1ff63b7974989...>] to government health insurance.

It's another nail in the coffin for efforts to repeal Obamacare and a fresh reminder [<https://s2.washingtonpost.com/6aeb8a/5b0ff3defe1ff63b7974989...>] of how difficult it is to scale back any entitlement once it's created. Many Republicans, in purple and red states alike, concluded that Congress is unlikely to get rid of the law, so they've become less willing to take political heat for leaving billions in federal money on the table.

Years of obstruction in the commonwealth gave way because key Republicans from rural areas couldn't bear to deny coverage for their constituents any longer, moderates wanted to cut a deal and, most of all, Democrats made massive gains in November's off-year elections.

As President Trump steps up efforts to undermine the law, from repealing the individual mandate to watering down requirements for what needs to be covered in "association health plans," the administration's willingness to let states impose work requirements on Medicaid recipients has paradoxically given a rationale for Republicans to flip-flop on an issue where they had dug in their heels.

-- Effective Jan. 1, Virginia will join 32 other states and the District in expanding Medicaid coverage under the ACA. There are indications that several more will soon follow.

Maine became the first state to expand Medicaid by ballot initiative last fall, but Republican Gov. Paul LePage has blocked funding for its implementation [<https://s2.washingtonpost.com/6aeb8b/5b0ff3defe1ff63b7974989...>] and continues to fight the will of the voters in court. But he's term limited and deeply unpopular, and it seems more likely than not that his successor will open the door for 70,000 poor Mainers to get insurance.

Utah will vote on a referendum in November to further expand Medicaid to an additional 150,000 residents. The measure officially qualified [<https://s2.washingtonpost.com/6aeb8c/5b0ff3defe1ff63b7974989...>] for the ballot on Tuesday.

Enough signatures have been submitted to qualify a ballot measure in Idaho. They're now being reviewed by elections officials [<https://s2.washingtonpost.com/6aeb8d/5b0ff3defe1ff63b7974989...>] to make sure they meet that state's strict requirements.

Nebraska's governor opposes Medicaid expansion, but there is a grass-roots campaign underway to get enough signatures to put the measure on the November ballot. Organizers say [<https://s2.washingtonpost.com/6aeb8e/5b0ff3defe1ff63b7974989...>] they're on track to get what they need before the deadline.

In blue states, meanwhile, Democratic governors are taking steps to protect the expansion. Yesterday in New Jersey, Gov. Phil Murphy (D) signed a law [<https://s2.washingtonpost.com/6aeb8f/5b0ff3defe1ff63b7974989...>] creating an individual mandate for people in his state to offset the repeal of the federal mandate (which was included in the December tax bill). This will help keep insurance markets stable in the Garden State.

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State Sen. Bill Stanley (R-Franklin County) shakes hands with demonstrators in Richmond. (Steve Helber/AP)

-- Expanding Medicaid in Virginia wasn't easy. Big things never are. Four Senate Republicans defected to allow the measure to pass 23 to 17 in a special session. Then the House of Delegates, which passed its own version of expansion earlier in the year, approved the Senate's measure 67 to 31.

There were 10 hours of procedural moves in the Virginia Capitol on Wednesday. Police had to separate protesters who got into a shouting match. Former senator Rick Santorum (R-Pa.), of all people, even held a news conference to speak out against expansion. The majority leader of the state Senate tried a last-ditch parliamentary gambit to pigeonhole expansion during a Finance Committee hearing on Tuesday. But that was nothing compared to the five years of steadfast GOP obstruction.

"Opposition in the House crumbled after Democrats nearly won control of the chamber in November, amid a blue wave widely viewed as a rebuke to Trump," Laura Vozzella and Gregory S. Schneider report from Richmond [<https://s2.washingtonpost.com/6aeb90/5b0ff3defe1ff63b7974989...>]. "A chastened House Speaker M. Kirkland Cox (R-Colonial Heights), seeking to rebrand Republicans as results-oriented pragmatists, came out in favor of expansion if work requirements, co-pays and other conservative strings were attached. In February, 19 of the 51 Republicans in the House joined Democrats to pass a budget bill that expanded Medicaid, apparently concluding that they have more to fear from energized Democrats and independents than from potential primary challengers on the right."

Easing their evolution was Democratic Gov. Ralph Northam's assumption of the governorship in January: "The former state senator and lieutenant governor, a soft-spoken pediatrician and former Army doctor once wooed by Republicans, has close friends on both sides of the aisle. His predecessor, Terry McAuliffe (D), tried to expand Medicaid for four years but did not enjoy the same respect and trust from Republicans in Richmond."

Virginia's bill requires that most adult recipients who don't qualify for disability either work or volunteer as a condition of receiving Medicaid. Cox, the Republican speaker, said the Trump administration's openness to work requirements "was probably the biggest key [<https://s2.washingtonpost.com/6aeb91/5b0ff3defe1ff63b7974989...>]" in garnering Republican support.

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Protesters show support for Medicaid expansion outside the Virginia Capitol in Richmond. (Bob Brown/Richmond Times-Dispatch/AP)

-- Rural conservatives also provided critical support. One of the four Republican senators who supported expansion, Ben Chafin, is a cattle farmer from a rural district where health care is hard to find. "I came to the conclusion that 'no' just wasn't the answer anymore, that doing nothing about the medical conditions, the state of health care in my district, just wasn't the answer any longer," he told my colleagues.

The first Republican in the House of Delegates to explicitly endorse expansion was Del. Terry G. Kilgore, the chairman of the powerful House Commerce and Labor Committee. He broke the dam of GOP opposition [<https://s2.washingtonpost.com/6aeb92/5b0ff3defe1ff63b7974989...>] when he announced in mid-February that the struggling swath of coal country he represents in southwest Virginia would get a desperately needed "hand up" if the uninsured could access Medicaid. "For my district, for my part of the state, it's the right thing to do," Kilgore said. Others from poor parts of the state quickly followed his lead.

-- These GOP defectors have experienced few repercussions back home. Americans for Prosperity, a political arm of the network led by the billionaire industrialist Koch brothers, ran ads attacking several of the 19 GOP delegates

who voted for expansion in hopes that they would change their minds when the issue came up again in the special session. It showed that the anti-expansion effort was more bark than bite.

In Kilgore's district, which went heavily for Trump, AFP radio ads broadcast his office phone number and urged people to call. "No calls, no comments," Kilgore told Vozzella [<https://s2.washingtonpost.com/6aeb93/5b0ff3defe1ff63b7974989...>] back in March. "I've been to Republican mass meetings. I've been out and about, ballgames, this and that. What I've heard people say is, 'Hey, what you said made sense. We don't mind helping people if they're helping themselves.'"

The milder than expected blowback for those who walked the plank emboldened additional Republicans to break ranks. (To be sure, some of these incumbents might wind up drawing primary challengers in low-turnout 2019 elections.)

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Sen. Frank W. Wagner (R-Virginia Beach) addresses the Virginia Senate in Richmond. He previously voted against Medicaid expansion but changed his mind this year. (Bob Brown/Richmond Times-Dispatch/AP)

-- Another pivotal moment came in early April when state Sen. Frank Wagner (R-Virginia Beach), who unsuccessfully sought the GOP gubernatorial nomination last year and has served a quarter century in the legislature, announced that he had changed his mind. He said he could support Medicaid expansion on two conditions: that recipients not suddenly lose coverage if their earnings rise and that new tax credits be created to help middle-income people who already have insurance but are struggling to pay soaring premiums. Wagner played a key role negotiating the final deal.

"This is not just about helping this group of people," Wagner said yesterday. "This is about getting out there and helping to bend the cost of health care for every Virginian. ... It is the number one issue on our voters' minds. By golly, it ought to be the number one issue on the General Assembly's mind."

-- Some Virginia GOP strategists have been eager to take the Medicaid issue off the table. The most recent credible survey is from Christopher Newport University in January and February [<https://s2.washingtonpost.com/6aeb94/5b0ff3defe1ff63b7974989...>], which found that 58 percent of registered Virginia voters supported the expansion while 38 percent opposed it. The survey provided detailed arguments for and against the idea, which can lead to different results than a simple support-oppose question.

That poll corroborated a Quinnipiac University poll in April 2017 [<https://s2.washingtonpost.com/6aeb95/5b0ff3defe1ff63b7974989...>], which found a similar 59 percent of registered Virginia voters saying a Medicaid an expansion is a "good idea" while 30 percent said it was a "bad idea." Support was similar, 57 percent, when respondents were told the federal government will cover 90 percent of the costs while the state would cover just 10 percent.

-- Democrats believe they can play offense on health care in 2018 for the first time. Republicans used Obamacare to their advantage in 2010, 2012, 2014 and 2016. But the law has become more popular as the GOP tried to repeal it, and the fear of losing coverage might galvanize lower-propensity voters to turn out in the midterms.

More than half of all ads run by Democratic House candidates since the start of this year have mentioned health care (53.3 percent), according to data from Kantar Media [<https://s2.washingtonpost.com/6ad430/5b0ff3defe1ff63b7974989...>]. That's more than any other issue, including anti-Trump messages (which have appeared in 43 percent of Democratic commercials).

-- Democrats are taking a victory lap after Virginia's vote last night:

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CONTENT FROM RAYTHEON [<https://s2.washingtonpost.com/6ac1a7/5b0ff3defe1ff63b7974989...>]

ARE COMPANIES PREPARED FOR CYBER ATTACK?

[<https://s2.washingtonpost.com/6ac1a7/5b0ff3defe1ff63b7974989...>]

Less than 50% of senior IT workers think so, while 68% say their boards aren't briefed on cybersecurity strategies. Learn what else we discovered in our cyber Megatrends study.

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Former senator Rick Santorum (R-Pa.) stands next to a stack of letters and emails from people opposed to Medicaid expansion during a news conference at the capitol in Richmond on Wednesday. (Steve Helber/AP)

-- But the war is not over. "Some conservative activists unable to surrender their long-held dream of repealing Obamacare are poised to release a long-shot plan next month to resurrect their failed effort, despite massive political odds against such a measure ever becoming law anytime soon," Paige Winfield Cunningham wrote Tuesday in The Health 202 [<https://s2.washingtonpost.com/6aeb99/5b0ff3defe1ff63b7974989...>]. "But these conservatives are right about one thing: Republicans don't have a coherent health-care message this election cycle. And they need one. The plan isn't likely to garner much — if any — attention from GOP House and Senate leaders, who after last year's repeal-and-replace debacle resigned themselves to the impossibility of fully ditching the law as they'd promised for

so long. Now, health care is one of the last policy issues Republicans want to discuss at this point in the midterm election season, although most of them won't admit it."

-- A wild card, as always, is Trump. He said yesterday that he's not giving up on his efforts to eviscerate Obama's signature domestic achievement. During a signing ceremony [\[https://s2.washingtonpost.com/6aeb9a/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aeb9a/5b0ff3defe1ff63b7974989...) for right-to-try legislation at the White House yesterday, he said he'll make a health-care related announcement in the next two to four weeks. "We'll get rid of the individual mandate. Without that, we couldn't be doing what we're doing in a few weeks," he said. "We're going to have great, inexpensive, but really good health care. ... We're going to have two plans coming out. For the most part, we will have gotten rid of a majority of Obamacare." As the crowd applauded, Trump added: "[We] could have had it done a little bit easier, but somebody decided not to vote for it, so it's one of those things."

Listen to James's quick summary [\[https://s2.washingtonpost.com/5779/5b0ff3defe1ff63b79749894/...\]](https://s2.washingtonpost.com/5779/5b0ff3defe1ff63b79749894/...) of today's Big Idea and the headlines you need to know to start your day:

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WHILE YOU WERE SLEEPING:

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Capitals goaltender Braden Holtby makes a great save late in the third period Wednesday night. (Toni L. Sands/The Washington Post)

-- The Capitals won Game 2 of the Stanley Cup finals, tying the series at 1-1. Washington defeated the Las Vegas Golden Knights 3-2. Isabelle Khurshudyan, Roman Stubbs, Jesse Dougherty, Scott Allen, Dan Steinberg and Neil Greenberg report [\[https://s2.washingtonpost.com/6aeb9b/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aeb9b/5b0ff3defe1ff63b7974989...) : "The Capitals took a 3-1 lead in the second period on a power-play goal by Alex Ovechkin and another even-strength tally by Brooks Orpik, however the Golden Knights added a power-play goal of their own to make it 3-2. Washington sweated it out in the third period, but after a stunning save by Braden Holtby and a 5-on-3 penalty kill by the Capitals, they emerged with

the win."

The upper-body injury [<https://s2.washingtonpost.com/6aeb9c/5b0ff3defe1ff63b7974989...>] of Capitals forward Evgeny Kuznetsov last night will complicate Washington's path to victory as the series returns to Washington on Saturday.

The Caps won despite having two players in the penalty box [<https://s2.washingtonpost.com/6aeb9d/5b0ff3defe1ff63b7974989...>] for a harrowing stretch in the third period.

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This journalist faked his own death. Then he showed up at a news conference.

GET SMART FAST:

Russian journalist and fierce Kremlin critic Arkady Babchenko stunned the world after he showed up at a news conference in Ukraine -- less than 24 hours after government officials announced his death. Ukrainian officials said they faked Babchenko's murder in an attempt to foil what they said was a real plot against his life by Moscow. Unsurprisingly, Russia dismissed the charge, with Foreign Minister Sergei Lavrov describing the incident as part of an "anti-Russian campaign." (Amie Ferris-Rotman [<https://s2.washingtonpost.com/6aeb9f/5b0ff3defe1ff63b7974989...>])

Trump's net worth fell \$100 million over the past year to \$2.8 billion, according to Bloomberg [<https://s2.washingtonpost.com/6aeba0/5b0ff3defe1ff63b7974989...>] . The figure represents Trump's lowest net worth since Bloomberg began tracking Trump's assets during the campaign.

Texas Gov. Greg Abbott (R) laid out a slate of proposals to make schools safer from guns, including increasing school security and keeping guns away from people who shouldn't have them. Abbott unveiled the recommendations a day after visiting Santa Fe High School on its first day of classes since a shooting there killed 10 people earlier this month. (NPR [<https://s2.washingtonpost.com/6aeba1/5b0ff3defe1ff63b7974989...>])

Before the Feb. 14 massacre in Parkland, Fla., Nikolas Cruz recorded three cellphone videos. The 19-year-old discussed his plan to murder students and faculty members. "With the power of my AR-15 you will all know who I am," Cruz said in one video. The videos were released as prosecutors prepare to possibly seek the death penalty. (Miami Herald [<https://s2.washingtonpost.com/6aeba2/5b0ff3defe1ff63b7974989...>])

Former congressman Aaron Schock (R-Ill.) lost his appeal to throw out his criminal indictment. The federal appeals court's decision means criminal proceedings against Schock on corruption charges is likely to advance. (Politico [<https://s2.washingtonpost.com/6aeba3/5b0ff3defe1ff63b7974989...>])

Harvey Weinstein was indicted on charges of rape and a criminal sexual act in Manhattan. At least 70 women have now come forward to accuse the disgraced movie mogul of sexual assault and misconduct. (Reuters [<https://s2.washingtonpost.com/6aeba4/5b0ff3defe1ff63b7974989...>])

A Southern Baptist seminary has terminated its president, Paige Patterson, following a flurry of controversial statements he made about women – as well as his failure to properly handle an earlier allegation of sexual abuse. A student at Southeastern Baptist Theological Seminary said she went to Patterson in 2003 with her complaint – and he encouraged her not to go to police but to “forgive her assailant.” (Michelle Boorstein and Sarah Pulliam Bailey [<https://s2.washingtonpost.com/6aeba5/5b0ff3defe1ff63b7974989...>])

Pharmaceutical company Allergan issued a national recall of nearly 170,000 sample packs of Taytulla birth control after a packaging error misplaced the order of placebo and hormone pills – a mistake that health officials said could cause “unintended pregnancies.” (Allyson Chiu [<https://s2.washingtonpost.com/6aeba6/5b0ff3defe1ff63b7974989...>])

The American Cancer Society is now recommending adults undergo colorectal cancer screenings beginning at age 45 instead of age 50, after “extensive” analysis found that lowering the starting age – even by just five years – would save lives. (Laurie McGinley [<https://s2.washingtonpost.com/6aeba7/5b0ff3defe1ff63b7974989...>])

Walmart announced it will pay for its employees to go back to school to obtain degrees in business or supply-chain management as part of a bid to improve employee retention rates and attract new talent. The retailer said it will cover the costs of tuition, textbooks and other fees, and it will require employees to pay \$1 a day during the duration of their studies. (Abha Bhattacharai [<https://s2.washingtonpost.com/6aeba8/5b0ff3defe1ff63b7974989...>])

A serial con man from Bogota pleaded guilty to impersonating a Saudi prince for decades as part of an elaborate ruse. Before his arrest, authorities said Anthony Gignac was living a charmed life – draping himself in Rolexes, speeding around town in a Ferrari and inhabiting a penthouse apartment accessible only by helicopter or ferry. (Kyle Swenson [<https://s2.washingtonpost.com/6aeba9/5b0ff3defe1ff63b7974989...>])

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President Trump signs the 'right to try' bill

WATCH WHAT THEY DO, NOT WHAT THEY SAY:

-- The Federal Reserve voted to ease financial crisis-era rules preventing big banks from making some risky trading decisions. Renae Merle reports [<https://s2.washingtonpost.com/6aebab/5b0ff3defe1ff63b7974989...>] : The decision delivers “Wall Street one of its biggest victories yet in the Trump era. The changes will give big banks, including Goldman Sachs and JPMorgan Chase, a reprieve nearly a decade after risky trading was blamed for contributing to the near collapse of the U.S. financial sector. It will also provide another boost to an industry already reporting record profits — \$56 billion during the first three months of this year. ... The proposed new rule ... would continue to ban proprietary trading, regulators stressed and would not allow Wall Street to return to its trading heydays. But it would simplify the process for determining which types of trading are permitted and which aren't.”

-- The administration is placing a growing number of migrant children in long-term foster care. Nick Miroff reports [<https://s2.washingtonpost.com/6aebac/5b0ff3defe1ff63b7974989...>] : "The number of beds available for such long-term foster care has doubled, to nearly 600, since May 2016, according to a care provider who works with the Department of Health and Human Services ... [I]n the past six months, according to HHS data, the percentage of migrant children in custody without a sponsor increased to 10 percent, up from 7 percent during the government's 2017 fiscal year, when the agency assumed custody of more than 40,000 underage migrants. ... The latest figures also indicate the average amount of time that children spend in HHS shelters has increased to 57 days in recent months, up from 51 days last year."

-- "Going home after half a lifetime [<https://s2.washingtonpost.com/6aebad/5b0ff3defe1ff63b7974989...>]," by Maria Sacchetti: "At 36, [Guillermo Mendoza] had achieved his version of the American Dream: Married, with two children, a work permit, a six-figure salary as a construction safety manager, a sprawling house in Silver Spring, Md. But his permission to live in the United States was soon to expire, because of the Trump administration's decision to end federal programs that allow Mendoza and some 300,000 other immigrants from El Salvador, Honduras and Haiti to work legally on U.S. soil. So Mendoza had to consider where else he might go. Among the options: Whether he could begin again — with his American-citizen wife and U.S.-born son and daughter — in the small, troubled country he fled half a lifetime ago."

-- Abortion rights activists are warning the White House is quietly pursuing a multipronged attack on reproductive services for women. From the AP's Ricardo Alonso-Zaldivar and David Crary [<https://s2.washingtonpost.com/6aebae/5b0ff3defe1ff63b7974989...>] : "Most of the changes involve rules and regulations under the administration's direct control, such as a proposal to forbid federally funded family planning clinics from referring women for abortions and separately allowing more employers who cite moral or religious reasons to opt out of no-cost birth control for women workers. Trump also is appointing numerous new federal judges endorsed by anti-abortion groups. ... A recently proposed rule would make major changes to Title X, the family-planning program."

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North Korea's Kim Yong Chol, center, leaves a hotel in New York. (Andres Kudacki/AP)

THE NEW WORLD ORDER:

-- A senior North Korean official met with his American counterpart – kicking off a series of three bilateral meetings as officials seek to hash out details and salvage the summit between Trump and Kim Jong Un. John Hudson and Michelle Ye Hee Lee report [<https://s2.washingtonpost.com/6aebaf/5b0ff3defe1ff63b7974989...>] : "The meeting in Singapore ... dealt purely with logistics but has been shrouded in secrecy. Although most logistics teams would be led by a low-level bureaucrat, Kim sent his de facto chief of staff, Kim Chang Son, one of the country's most powerful officials, to head the North Korean team. The U.S. team is led by White House Deputy Chief of Staff Joe Hagin. ... Hotel security guards blocked journalists from the premises of the resort off Singapore's southeastern coast, and the White House and the State Department declined to confirm even mundane details."

The meeting came amid fresh doubts over the possibility of North Korean nuclear disarmament. "The two teams in Singapore are tasked with working out the logistics of the summit, including venue spaces, transportation [and security]. They face a daunting target date of June 12 and the knowledge that a failed meeting could increase the chances for military confrontation. ..."

"Kim has expressed an unusual degree of interest in the summit's logistics, asking [Secretary of State Mike Pompeo] during his visit to Pyongyang this month about fuel for the 6,000-mile round-trip flight to Singapore and how many bodyguards he could bring. ...

"The discussions resumed when Pompeo met with North Korean official Kim Yong Chol for dinner in New York on Wednesday." Pompeo and Kim Yong Chol are expected to meet again this morning, Carol Morello and Anne Gearan report [<https://s2.washingtonpost.com/6aebb0/5b0ff3defe1ff63b7974989...>] .

-- Pompeo posted pictures [<https://s2.washingtonpost.com/6aebb1/5b0ff3defe1ff63b7974989...>] from the dinner on Twitter:

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-- Trump could today announce (or not) tariffs on steel and aluminum imports from Canada, Mexico and the European Union. David J. Lynch and Damian Paletta report [<https://s2.washingtonpost.com/6aebb3/5b0ff3defe1ff63b7974989...>] : "Frustrated over the failure of those U.S. trading partners to agree to a range of demands, the president chose to sharply escalate his global trade war rather than grant further tariff waivers. The import taxes could take effect as soon as Friday. The move is likely to have an immediate impact on global trade in steel and aluminum, particularly between the United States and Canada, the nation's largest source of imported steel. The decision also invites retaliation from each of the trading partners, which have vowed to erect new barriers to a range of U.S. products. The White House process remains fluid, and the people cautioned that Trump has been talked out of imposing tariffs at the last minute. ... Trump's move threatens to upend negotiations over a new North American trade deal."

-- Italy's political turmoil has refueled doubts about the future of the European Union. Michael Birnbaum reports from Brussels [<https://s2.washingtonpost.com/6aebb4/5b0ff3defe1ff63b7974989...>] : "The worries came after Italian President Sergio Mattarella on Sunday blocked an academic who once called Italy's adoption of the euro a 'historic error' from becoming finance minister. That appeared to blow up a coalition deal between two populist parties that have been seeking to form a government since Italy's March elections. Now, backlash to Mattarella's move may deliver the opposite of what he intended when he said he was defending Europe and Italy's constitution. If fresh elections are required, furious Italians could be expected to vote in even greater numbers for the same anti-establishment politicians who nominated [the] euroskeptic minister in the first place."

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President Barack Obama departs a meeting with Turkish President Recep Tayyip Erdogan in Paris in 2015, flanked by Ben Rhodes. (Evan Vucci/AP)

-- Ben Rhodes's new memoir [<https://s2.washingtonpost.com/6aebb5/5b0ff3defe1ff63b7974989...>] , "The World as It Is," recounts the "multiple emotional stages" that Barack Obama went through after Trump won in 2016. The New York Times's Peter Baker has a preview of the former deputy national security adviser's book: [<https://s2.washingtonpost.com/6aebb5/5b0ff3defe1ff63b7974989...>] "Few moments shook Mr. Obama more than the decision by voters to replace him with a candidate who had questioned his very birth. At times, the departing president took the long view, at other points, he flashed anger. He called Mr. Trump a 'cartoon' figure. ... And he expressed rare self-doubt, wondering whether he had misjudged his own influence on American history. ... In handing over power to someone determined to tear down all he had accomplished, Mr. Obama alluded to 'The Godfather' mafia movie: 'I feel like Michael Corleone. I almost got out.'"

German Chancellor Angela Merkel told Obama that she felt more obliged to run for another term because of Trump's election so that she could defend the liberal international order. When they said their goodbyes, Rhodes writes, Merkel had a single tear in her eye. "She's all alone," Obama said. The outgoing president also urged Canadian leader Justin Trudeau "to take on a more vocal role defending the values they shared." And Japanese Prime Minister Shinzo Abe apologized for breaching protocol by meeting with Trump in Manhattan after the election.

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Beverly Darm, an election clerk at the Sacramento County Registrar of Voters, inspects a mail-in ballot in

Sacramento. More than 1.4 million Californians have already voted absentee in the state's primary, which could have the highest ever rate of vote by mail. (Rich Pedroncelli/AP)

THE MIDTERMS:

-- Democrats are blaming each other as they face the possibility of being shut out of House races in California in the November general election, imperiling their chances of retaking the House majority. David Weigel and Amy Gardner report [<https://s2.washingtonpost.com/6aebb6/5b0ff3defe1ff63b7974989...>] : "In three Orange County districts, a surfeit of enthusiastic candidates and conflicting messages from Democratic organizations and allies have converged to complicate the party's road to victory. ... Democrats have had internal conflicts in other states, but the circumstances in California are far more convoluted because of the state's 'top two' nominating system, in which the two highest vote-getters are elevated to the November ballot, irrespective of party affiliation. ... The result, say activists, party officials and some candidates, has been anger among voters who fear destructive splits in the Democratic vote — and a level of chaos not seen in congressional primaries here in years, if ever. Candidates are scrambling to set themselves apart, Democratic groups are urging unity to gain control of the House — and many voters are wondering how to contend with the despair they would feel if Democrats were locked out in this liberal state."

-- Republicans have grown frustrated with Trump's apparent fondness for Sen. Heidi Heitkamp (D-N.D.), a top target as the Senate GOP attempts to increase its majority. From Politico's Alex Isenstadt and Burgess Everett [<https://s2.washingtonpost.com/6aebb7/5b0ff3defe1ff63b7974989...>] : "As the president signed a banking deregulation bill into law [last week] before a national audience, Heitkamp was right next to him, the only Democrat in the room. ... At a time when many in the GOP fear that the president's unpredictable style will undercut their best-laid midterm plans, the relationship has given Heitkamp — who is seeking reelection in a state where Trump won nearly two-thirds of the vote — fodder to portray herself as a presidential ally. ... Trump aggressively recruited [Rep. Kevin Cramer (R-N.D.)] to give up his House seat to take on Heitkamp, and his actions since have left some of Cramer's closest allies feeling snubbed."

-- Cramer took a swipe at the White House yesterday, blaming legislative affairs director Marc Short for Congress's failure to pass key legislation. Politico's Everett reports [<https://s2.washingtonpost.com/6aebb8/5b0ff3defe1ff63b7974989...>] : "Cramer told North Dakota radio host Rob Port that he had done some digging and believes that there 'are some people in the White House that think, you know, the president's too friendly to her.' Then Cramer laid into [Short] for two prominent failed GOP efforts in the Senate: Repeal of Obamacare and the rollback of an Obama-era regulation that would limit flaring and venting from oil and gas wells. Heitkamp voted against both and Cramer has criticized her in particular over the flaring vote."

-- Trump praised Sen. Joe Donnelly (D-Ind.) as he signed the "right-to-try" legislation into law. John Wagner and Sean Sullivan report [<https://s2.washingtonpost.com/6aebb9/5b0ff3defe1ff63b7974989...>] : "Trump emphasized [that the bill] had languished in Congress under his predecessors. The new law, which [Donnelly] helped write with Sen. Ron Johnson (R-Wis.), allows people with life-threatening illnesses to bypass the Food and Drug Administration to obtain experimental medications." Trump offered surprising praise for Donnelly, who's facing a difficult reelection and was recently criticized by the president as "Sleepin' Joe." "Senator Donnelly, thank you very much," Trump said. "That's really great. Appreciate it. Thank you."

-- There's been a surge of LGBTQ candidates, but they continue to struggle with how much to reveal about their personal lives. Karen Tumulty writes [<https://s2.washingtonpost.com/6aebba/5b0ff3defe1ff63b7974989...>] : "The LGBTQ Victory Fund, an advocacy group, says it counts nearly 400 vying for offices from school board to governor. For straight candidates, it is expected — practically demanded — that they write spouses and children into the narrative of their lives and testaments of their values. ... But for LGBTQ people entering the rough environment of politics, the choice of what, if anything, to tell voters about the people most central to their lives is more fraught than for straight couples. That remains true even in an era when gay marriage is legal across the country and supported by nearly two-thirds of Americans."

-- Utah Senate candidate Mitt Romney revealed that he voted for his wife, Ann Romney, in the 2016 election. "I wrote in the name of a person who I admire deeply, who I think would be an excellent president," the U.S. Senate candidate said in an interview with two local editorial boards. "I realized it wasn't going to go anywhere, but nonetheless felt that I was putting in a very solid name." Romney has previously declined to say who he voted for in

the 2016 race, other than to say he did not cast his ballot for Trump. (Deseret News [<https://s2.washingtonpost.com/6aebbb/5b0ff3defe1ff63b7974989...>])

-- An exhaustive investigation in New Hampshire found virtually no evidence of potential voter fraud -- refuting claims made by Trump after he narrowly lost the state. WMUR's John DiStaso reports [<https://s2.washingtonpost.com/6aebbc/5b0ff3defe1ff63b7974989...>] : "Secretary of State William Gardner, other officials from his office and a top election law attorney from the attorney general's office made a more than two-hour presentation to the state Ballot Law Commission, which is charged with resolving disputes related to election laws. The review consumed 817 work hours by members of the attorney general's office with help from the Department of Safety." Among the key results: "Out of more than 94,000 names of people with the same first and last names and dates of birth who voted in New Hampshire and at least one of the other 27 states in the Interstate Voter Registration Crosscheck program, all but 142 were accounted for as being different voters in each state ... "

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Sanders on informant: 'Still cause for concern' despite Gowdy remarks

THERE'S A BEAR IN THE WOODS:

-- Despite Trump's repeated public attacks on Jeff Sessions – who he says made "a very terrible mistake for the country" by recusing himself from the Russia probe – top advisers say the president is unlikely to fire the attorney general. Matt Zapotosky, Josh Dawsey and Robert Costa report [<https://s2.washingtonpost.com/6aebbe/5b0ff3defe1ff63b7974989...>] : "People familiar with the president's thinking said Trump feels bound to keep Sessions because firing him could have damaging political consequences. When Trump ousted [FBI Director James Comey], the move became a piece of [Robert Mueller's] investigation. ... The president also has been told by high-ranking lawmakers that the GOP-controlled Senate would be unlikely to have the time or the political capital to confirm a successor this year. ...

"A senior White House official said Wednesday there is no expectation that Trump will fire Sessions or that he was 'doing anything more than blowing off steam.' 'He hates the guy,' the official said. 'Everyone in the building knows it.' Inside the Justice Department, some officials have become numb to the president's tweets, though others wonder why Sessions does not respond more forcefully."

-- Since Trump threatened to fire Sessions last July, "the Republican campaign to save Sessions has continued and — at least for now — succeeded," the AP's Jonathan Lemire, Eric Tucker and Lisa Mascaro report [<https://s2.washingtonpost.com/6aebbf/5b0ff3defe1ff63b7974989...>] . "In private meetings, public appearances on television and late-night phone calls, Trump's advisers and allies have done all they can to persuade the president not to fire a Cabinet official he dismisses as disloyal. The effort is one of the few effective Republican attempts to install guardrails around a president who delights in defying advice and breaking the rules."

-- "In recent weeks, Mr. Trump has gone so far as to tell people not to raise Mr. Sessions's name with him in conversation," per the Times's Eileen Sullivan [<https://s2.washingtonpost.com/6aebc0/5b0ff3defe1ff63b7974989...>] . "The two men rarely speak outside of cabinet meetings."

-- Last spring, acting FBI director Andrew McCabe wrote a confidential memo recounting a conversation that offered "significant" behind-the-scenes details on Comey's firing. That memo has since been turned over to Mueller's team. The New York Times's Matt Apuzzo, Adam Goldman and Michael S. Schmidt report [<https://s2.washingtonpost.com/6aebc1/5b0ff3defe1ff63b7974989...>] : "In the document ... Mr. McCabe described a conversation at the Justice Department with [Rod Rosenstein] in the chaotic days last May after Mr. Comey's abrupt firing. Mr. Rosenstein played a key role in the dismissal, writing a memo that rebuked Mr. Comey over his handling of an investigation into Hillary Clinton. But in the meeting at the Justice Department, Mr. Rosenstein added a new detail: He said the president had originally asked him to reference Russia in his memo. ... Mr. Rosenstein did not

elaborate on what Mr. Trump had wanted him to say. To Mr. McCabe, that seemed like possible evidence that Mr. Comey's firing was actually related to the F.B.I.'s investigation into the Trump campaign's ties to Russia, and that Mr. Rosenstein helped provide a cover story by writing about the Clinton investigation. In conversations with prosecutors, Mr. Trump's lawyers have cited Mr. Rosenstein's involvement in the firing of Mr. Comey as proof that it was not an effort to obstruct justice[.] That argument has only made Mr. Rosenstein's position even more peculiar: He oversees an investigation into the president, who points to Mr. Rosenstein's own actions as evidence that he is innocent. And Mr. Rosenstein could have the final say on whether that argument has merit. ..."

Trump appeared to address the Times story this morning:

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Trump told NBC's Lester Holt last year [<https://s2.washingtonpost.com/6aebc3/5b0ff3defe1ff63b7974989...>] of his decision to fire Comey, "And in fact when I decided to just do it, I said to myself, I said 'you know, this Russia thing with Trump and Russia is a made-up story, it's an excuse by the Democrats for having lost an election that they should have won'."

-- Friends of Paul Manafort have launched a legal-defense fund to help the former Trump campaign chairman pay his bills. Spencer S. Hsu reports [<https://s2.washingtonpost.com/6aebc4/5b0ff3defe1ff63b7974989...>] : "In a statement released Wednesday, unnamed friends of the longtime lobbyist said the Paul Manafort Defense Fund was created because Manafort and his family are 'struggling to pay legal bills' arising from his prosecution in the special counsel's investigation of Russian interference in the 2016 presidential election. ... A person familiar with Manafort's situation confirmed that the fund is legitimate. However, it is unclear who organized the effort. The fund's website — which promises to maintain the 'strict confidentiality' of those who donate — does not list its trustees."

-- The state-owned Russian bank VTB, under U.S. sanctions since 2014, attempted to boost its image with members of the Obama and Trump administrations as it lobbied to get sanctions lifted. From the Center for Public Integrity's Carrie Levine [<https://s2.washingtonpost.com/6aebc5/5b0ff3defe1ff63b7974989...>] : "Less than two months before a 2016 presidential election marked by Russian interference, senior State Department official Daniel Fried received an invitation to a private gala featuring an exclusive performance by the Bolshoi Ballet and a post-event reception. ... Fried, the State Department's sanctions policy coordinator, declined. 'I won't be attending,' he replied to the trade association head. 'We're not interested in advancing their corporate reputation.' ... VTB provides an illuminating example of what Americans learn — or don't — under [the Foreign Agents Registration Act, which requires the disclosure of foreign influence efforts]. The bank's hired lobbyists failed to disclose a series of June 2016 meetings with government officials on behalf of the sanctioned bank until months after U.S. law required them to."

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Michael Cohen leaves federal court in New York. (Richard Drew/AP)

-- A federal judge has given Michael Cohen's attorneys until June 15 to finish reviewing materials seized from his Manhattan office and home during an FBI raid in April. Philip Bump and Mark Berman report [<https://s2.washingtonpost.com/6aebc6/5b0ff3defe1ff63b7974989...>] : "The [deadline] was set during a hearing in Manhattan that focused on the status of these seized materials and featured sparring between Cohen's attorneys and Michael Avenatti, an attorney for Stormy Daniels[.] Avenatti had sought to join the case but withdrew his motion after U.S. District Judge Kimba Wood warned that Avenatti would have to end his 'publicity tour' if she granted him standing."

-- Meanwhile, federal investigators sorting through material seized from Cohen said they need more time to piece together the contents of a shredder taken during the FBI's raid. NBC News's Tom Winter, Charlie Gile and Adam Edelman report [<https://s2.washingtonpost.com/6aebc7/5b0ff3defe1ff63b7974989...>] : "[Prosecutors told the judge] that they'd turned over most of the materials seized during the April 9 raids ... with the exception of two BlackBerry devices and the shredded documents. Prosecutors explained, however, that they would need two to three more

weeks to finish reconstructing what was in the shredder, and that they were still trying to access the BlackBerrys.”

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Trump supporters had this to say about the cancellation of 'Roseanne'

ROSEANNE FALLOUT:

-- Trump reacted to ABC's cancellation of "Roseanne" over Twitter, asking why the CEO of Disney, which owns ABC, never apologized to him as he did to Valerie Jarrett. "Bob Iger of ABC called Valerie Jarrett to let her know that 'ABC does not tolerate comments like those' made by Roseanne Barr," Trump wrote [<https://s2.washingtonpost.com/6aebc9/5b0ff3defe1ff63b7974989...>] . "Gee, he never called President Donald J. Trump to apologize for the HORRIBLE statements made and said about me on ABC. Maybe I just didn't get the call?"

Emily Heil explains [<https://s2.washingtonpost.com/6aebca/5b0ff3defe1ff63b7974989...>] : "Trump might have been referring to anti-Trump comments by Keith Olbermann, who recently returned to Disney-owned ESPN, late-night comedian Jimmy Kimmel's mocking of Melania Trump's accent or 'The View's' Joy Behar calling Vice President Pence mentally ill because of his faith."

Trump reiterated his demands for an apology this morning:

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Fact-check: ABC did issue an apology [<https://s2.washingtonpost.com/6aebcc/5b0ff3defe1ff63b7974989...>] after Ross incorrectly reported Trump directed Michael Flynn to make contact with the Russians before the 2016 election. The network also suspended Ross for four weeks without pay.

-- "Trump entered the conversation not by condemning (Roseanne), but by making it about himself," Eugene Scott writes [<https://s2.washingtonpost.com/6aebcd/5b0ff3defe1ff63b7974989...>] . "The Trump administration has proved that it doesn't mind weighing in on racial matters when it is to attack political opponents or affirm those praising the president. But when it comes to racist comments and ideas from those supportive of the administration, there is no time — until, it seems, there is a Trump-centric angle."

-- The "Roseanne" cancellation is the latest in a series of controversies for Disney as the entertainment company "finds itself grappling with the realities of being a conglomerate this large in a time this divisive," Steven Zeitchik writes [<https://s2.washingtonpost.com/6aebce/5b0ff3defe1ff63b7974989...>] . "Conservative voices accused the company of taking a political position by applying a more lenient standard to liberals. ... Yet the right is not the only group that has been incensed by Disney actions. In March, ABC declined to air an episode of 'Black-ish' in which

members of the show's family debated NFL players kneeling during the national anthem. Some left-wing commentators criticized Disney for playing to a white working-class base that fuels its popular 'Monday Night Football' program on ESPN. ... The incidents highlight how tripwires are inevitable in a culture of constant content and social media anger. They also point to a problem faced by Disney, which wants to be the main source of content for the 21st century while also avoiding the era's pitfalls..."

-- Meanwhile, Barr returned to Twitter to blame her colleagues for the show's demise. From Emily Heil [<https://s2.washingtonpost.com/6aebcf/5b0ff3defe1ff63b7974989...>] : "She reposted a tweet by Sara Gilbert, the actress who played her daughter, Darlene, on the show and served as executive producer. Gilbert had called Barr's initial comments 'abhorrent,' saying they 'do not reflect the beliefs of our cast and crew or anyone associated with our show. I am disappointed in her actions to say the least.' 'Wow! unreal,' Barr wrote in response. Later, she moderated her stance on Gilbert: 'no, I understand her position and why she said what she said. i forgive her. It just shocked me a bit,' Barr wrote. ... And Barr pointed a finger at Wanda Sykes, the show's consulting producer, for ultimately causing the show's demise. Sykes had responded to Barr's invective by announcing via Twitter that she wouldn't return to the show. She wrote of Sykes, 'her tweet made ABC very nervous and they cancelled the show.'"

-- The maker of Ambien had this to say after Roseanne claimed her original racist tweet about Valerie Jarrett was caused by tweeting on the sleep aid: "People of all races, religions and nationalities work at Sanofi every day to improve the lives of people around the world," the U.S. division of pharmaceutical giant Sanofi said in a tweet. "While all pharmaceutical treatments have side effects, racism is not a known side effect of any Sanofi medication." (Kristine Phillips [<https://s2.washingtonpost.com/6aebd0/5b0ff3defe1ff63b7974989...>])

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White House official mocked 'dying' McCain

PALACE INTRIGUE:

-- The White House communications team is suffering low morale and potential firings as leaks continue. The latest debacle followed an Oval Office meeting with press aide Kelly Sadler, accused of making an offensive remark about Sen. John McCain (R-Ariz.), and director of strategic communications Mercedes Schlapp. The Daily Beast's Lachlan Markay and Asawin Suebsaeng report [<https://s2.washingtonpost.com/6aebd2/5b0ff3defe1ff63b7974989...>] : "Trump let it be known that he was displeased before asking Sadler whom she thought were prominent leakers in the ranks. As first reported by Axios, Sadler shocked those in attendance by pointing to, among others, Schlapp. ... Schlapp recoiled in indignation, aghast that anyone would suggest she would betray the president—least of all a more junior aide whom she had given increasing responsibilities within the administration. Trump sat behind the Resolute Desk, watching the drama unfold in real time. The meeting adjourned shortly after the tense—even for the Trump White House—exchange.

"But the drama didn't end there. Two sources recounted that Schlapp remained heated, saying that in separate conversations detailing what happened in the Oval, she referred to Sadler as 'a b----.' Schlapp vehemently denied saying the word and insinuated that any suggestion she had done so was, itself, a malicious leak designed to undermine her."

-- Sadler was also criticized for failing to blind-copy recipients who were emailed a set of talking points on the administration's Iran policy. And the list of recipients revealed a surprising range of ideological diversity. Politico's Annie Karni reports [<https://s2.washingtonpost.com/6aebd3/5b0ff3defe1ff63b7974989...>] : Those emailed included "former Obama administration officials, advisers to Hillary Clinton's 2016 presidential campaign, and [Trump] critics ... Many who received the email said they were left deeply confused about what the White House expected them to do with the information. ... Some recipients said it wasn't the first time they've been included in Trump administration blasts. A few have also been invited to off-the-record 'expert' calls with senior administration officials, and participated out of curiosity, but wondered how they had been invited — and why."

-- The new NSC chief of staff, the latest in a flurry of hires by national security adviser John Bolton, comes from a group that argues Muslims are plotting to take over the U.S. government. From Abigail Hauslohner [\[https://s2.washingtonpost.com/6aebd4/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd4/5b0ff3defe1ff63b7974989...) : “The appointment of Fred Fleitz drew condemnation from civil rights groups this week. The Anti-Defamation League criticized what it described as ‘his senior leadership role with the Center for Security Policy, an Islamophobic, conspiracy-promoting organization.’ ... Fleitz has also promoted the myth of European ‘no-go zones’ — places the CSP casts as being governed by Islamic law — as well as a widely debunked CSP survey that suggested a quarter of Muslims support violence against Americans.”

-- HUD Secretary Ben Carson has hired the son of his close friend and business associate to be his deputy chief of staff. CNN’s Gregory Wallace and Rene Marsh report [\[https://s2.washingtonpost.com/6aebd5/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd5/5b0ff3defe1ff63b7974989...) : “Alfonso Costa Jr., 29, is expected to join the department in the coming weeks. ... The arrival comes as one of Carson's closest political aides, deputy chief of staff Deana Bass, leaves the department and shortly after a relative novice to housing policy, Andrew Hughes, was promoted to chief of staff. ... Costa's father is a dentist-turned-real-estate-investor who Carson has described as ‘one of my closest, if not my very closest friend.’ Carson and his wife were involved in a 2007 real estate deal with the senior Costa. Later that year, after the elder Costa was convicted for health care fraud, Carson wrote on his behalf to the federal judge sentencing him”: ‘I could literally trust him with all of my earthly possessions and rest assured that I would get all of them back with interest,’ Carson wrote. ‘To sum it up, next to my wife of 32 years, there is no one on this planet that I trust more than Al Costa.’ ”

SOCIAL MEDIA SPEED READ:

The first lady addressed questions about the fact she hasn't been seen in public since a recent kidney procedure:

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Trump quoted Rush Limbaugh’s take on the FBI’s use of a campaign informant:

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He later added this:

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Trump endorsed a sitting House Republican over Michael Grimm, a convicted felon who formerly held the seat and has tried to claim the Trump mantle. But Donovan didn't vote

[\[https://s2.washingtonpost.com/6aebd9/5b0ff3defe1ff63b7974989...\]](https://s2.washingtonpost.com/6aebd9/5b0ff3defe1ff63b7974989...) for the president's tax bill:

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A House Democrat complained about Trump's tweeting priorities:

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Jimmy Kimmel stood by Barr:

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Writer Roxane Gay replied:

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A Post reporter recounted his eventful (and successful) attempt to report on the latest developments in Trump-Kim summit negotiations:

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Another Kim meeting happened in the White House (the reality TV star is lobbying for a
<https://s2.washingtonpost.com/6aebe2/5b0ff3defe1ff63b7974989...> pardon
<https://s2.washingtonpost.com/6aebe2/5b0ff3defe1ff63b7974989...> for a low-level drug offender).

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Trump's hometown papers had some fun with the story:

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The Post reporters and editors who won the Pulitzer Prize for their Russia reporting were honored at Columbia University:

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Reporters from the Alabama Media Group congratulated the Post reporters who received a Pulitzer for unearthing sexual misconduct allegations against Roy Moore:

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And Sen. Orrin Hatch (R-Utah) wished a Capitol Hill reporter happy birthday:

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GOOD READS FROM ELSEWHERE:

-- "The Man Who Would Be Speaker [<https://s2.washingtonpost.com/6aebe9/5b0ff3defe1ff63b7974989...>]," by the Atlantic's Elaina Plott: "House Majority Whip Steve Scalise is chronically late. He's constantly caught up in conversation — with anyone, really — while his aides wait like children whose parents have stumbled upon friends in the produce aisle. When he finally arrived to the prayer breakfast, flanked by his security detail, he beamed as though he'd never seen a place so special — this hairspray-scented ballroom in a two-star hotel below an overpass. He strode toward the makeshift stage, aided by two purple crutches, and suddenly all was forgiven. People stood and applauded, as though Scalise weren't late, the rest of us just early. ... In the span of a year, Scalise has gone from being an otherwise nameless lawmaker ... to someone who, his supporters now believe, is an essential component of God's plan for America. Last June, Scalise was standing near second base at a congressional baseball practice ... when [a] 7.62-caliber bullet scissored through Scalise's left hip[.] His trauma surgeons told me it was 'astounding' he made it to the hospital alive. Scalise prefers the word 'miraculous.' 'I know He has a plan for me,' he [said] ... 'I don't know what it is just yet.'

"Scalise now finds himself at the coveted intersection of political clout and electoral opportunity. Last month, [Paul Ryan] told his conference that he would not seek reelection. The announcement sparked whispers across the conference about who would succeed him for the gavel. Scalise's name was chief among them. Which is to say that for one of the first times in his congressional career, Scalise might be right on time. He just can't say that out loud."

-- New York Times, "For 'Columbiners,' School Shootings Have a Deadly Allure [<https://s2.washingtonpost.com/6aebea/5b0ff3defe1ff63b7974989...>]," by Manny Fernandez, Julie Turkewitz and Jess Bidgood: "Interviews with law enforcement officials, educators, researchers, students and a gunman's mother, as well as a review of court documents, academic studies and the writings of killers and would-be killers, show that the school-shooting copycat syndrome has grown more pervasive and has steadily escalated in recent years. And much of it can be traced back to the two killers at Columbine, previously ordinary high school students who have achieved dark folk hero status — their followers often known as 'Columbiners' — in the corners of the internet where their carefully planned massacre is remembered, studied and in some cases even celebrated."

-- The Daily Beast, "What Happened to Jill Stein's Recount Millions? [<https://s2.washingtonpost.com/6aebeb/5b0ff3defe1ff63b7974989...>]" by Charles Davis: "Shortly after the 2016 election, Jill Stein raised more than \$7 million from shell-shocked liberals eager to pursue a swing-state recount. Nearly two years later, the U.S. Green Party's last candidate for president is still spending that money. Ongoing litigation, travel costs, and staff salaries are also likely to eat up whatever is left, meaning those who donated to Stein are unlikely to receive a once-promised chance to vote on how the post-recount money would be spent."

-- CityLab, "The Hidden Costs of Losing Your City's Newspaper [<https://s2.washingtonpost.com/6aebec/5b0ff3defe1ff63b7974989...>]," by Kriston Capps: "According to a new working paper, local news deserts lose out financially, too. Cities where newspapers closed up shop saw increases in government costs as a result of the lack of scrutiny over local deals, say researchers who tracked the decline of local news outlets between 1996 and 2015."

HOT ON THE LEFT:

“Former Trump Aide Michael Caputo Wants to Give Roseanne Reboot a New Home,” from the Daily Beast [<https://s2.washingtonpost.com/6aebed/5b0ff3defe1ff63b7974989...>] : “Less than 24 hours after the Roseanne reboot was canceled, former Trump campaign aide Michael Caputo began plotting ways to get her back on air. Caputo is the chief marketing officer of an online streaming TV startup called Bond, which aims to fund film and television programming through ‘crowd-investing.’ He told The Daily Beast that he and his colleagues plan ‘to reach out to Roseanne [Barr] immediately’ in the wake of the cancellation of her ABC show on Tuesday ... ‘We always planned on reaching out to Roseanne eventually,’ Caputo [said]. ‘Now it’s sooner rather than later.’ A show on Caputo’s streaming service would be a major step down in terms of audience size for Barr ... But Roseanne has become persona non grata in Hollywood ... [and] a new home at Bond would, potentially, insulate Barr from backlash to her consistently controversial politics and public statements.”

HOT ON THE RIGHT:

“Joy Reid Promoted An Infamous 9/11 Conspiracy Documentary On Her Old Blog,” from BuzzFeed News [<https://s2.washingtonpost.com/6aebee/5b0ff3defe1ff63b7974989...>] : “MSNBC host Joy Reid encouraged readers of her now-defunct blog to watch an infamous 9/11 conspiracy documentary, according to recently discovered posts ... A March 22, 2006, post to her weblog, Reidblog, [titled] ‘The official story,’ links to Loose Change 9/11, a viral 80-minute web video ... which was produced in part by Infowars’ Alex Jones, [and alleged] that the terrorist attacks on the World Trade Center were in fact planned by the US government. The fundamental question is: do you believe the official story of 9/11?’ the post reads. ‘If you do, great. If you don’t, then everything that happened after that is called into serious question.’ The Loose Change post isn’t the only skepticism on her blog about the attacks[.] In a March 2006 post ... Reid’s blog notes that the US government identified the plotters suspiciously soon. It then repeats common truther questions about the collapse of the WTC 7 building, which was not hit by an airplane.”

DAYBOOK:

Trump is in Texas Thursday. He will first meet with family members and community leaders affected by the Santa Fe school shooting. He will then give a speech at a National Republican Senatorial Committee fundraiser. Trump will also travel to Dallas, where he will attend an event with supporters. Vice President Pence has no events scheduled.

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Sanders chokes up answering kid’s question about school shootings

QUOTE OF THE DAY:

Sarah Huckabee Sanders got choked up responding to a question from a young student about what the

administration is doing to prevent school shootings. “I think that, as a kid and certainly as a parent, there is nothing that could be more terrifying — for a kid to go to school and not feel safe,” Sanders said, her voice slightly cracking. “So I’m sorry that you feel that way.” She went on to describe the activities of the president’s School Safety Commission but did not lay out specific legislation the administration supports. (Anne Gearan [<https://s2.washingtonpost.com/6aebf0/5b0ff3defe1ff63b7974989...>])

NEWS YOU CAN USE IF YOU LIVE IN D.C.:

-- D.C. will see on-and-off showers today, turning into thunderstorms later in the day. The Capital Weather Gang forecasts [<https://s2.washingtonpost.com/6aebf1/5b0ff3defe1ff63b7974989...>] : “Patches of fog start the day as humidity is high. Temperatures climb to the mid-80s despite considerable cloud cover. Light south winds provide little relief. Passing showers are possible through the day, but the main activity is likely to hold off until later in the day when thunderstorms are also possible, capable of heavy downpours. Believe it or not, this may be the driest day of the next several so enjoy the available rain-free windows.”

-- The Nationals beat the Orioles 2-0. The sixth straight win launched the Nationals to first place in the National League East. (Jorge Castillo [<https://s2.washingtonpost.com/6aebf2/5b0ff3defe1ff63b7974989...>])

-- Maryland’s Democratic gubernatorial candidates focused their fire on Gov. Larry Hogan (R) rather than each other during a debate Wednesday. From Robert McCartney [<https://s2.washingtonpost.com/6aebf3/5b0ff3defe1ff63b7974989...>] : “In the second of five scheduled televised debates, the crowded field of candidates stuck to their pattern of promoting their own records and qualifications without attacking one another in public. That’s partly because they agree on most of the issues, especially on the importance of increasing funding for K-12 public education. They also were in accord that Hogan has not spoken up enough to counter what they decried as President Trump’s divisive racial rhetoric. And some alleged — without offering evidence — that his neglect of storm-water management contributed to the Ellicott City tragedy.”

-- Valerie Ervin, the gubernatorial candidate who took over the top of the ticket after her running mate died of a heart attack, is suing the Maryland State Board of Elections to get new ballots printed before the Democratic primary next month. The current ballots include the name of Ervin’s former running mate, the late Baltimore County Executive Kevin Kamenetz. State election officials argue there isn’t enough time before voting begins to print new ballots. (Arelis R. Hernández [<https://s2.washingtonpost.com/6aebf4/5b0ff3defe1ff63b7974989...>])

-- A new federal study found D.C. students using vouchers to attend private schools perform worse in math than their public-school peers. From Perry Stein [<https://s2.washingtonpost.com/6aebf5/5b0ff3defe1ff63b7974989...>] : “This week’s study from the Institute of Education Sciences, part of the U.S. Education Department, found that math scores were 10 percentage points lower for students who used vouchers compared with students who applied for the scholarship program but were not selected through a lottery. The students who were not chosen for the voucher program typically attend public schools in low-income neighborhoods.”

VIDEOS OF THE DAY:

Gov. Scott Walker (R-Wis.)’s reelection campaign will launch a statewide ad today highlighting his efforts to expand Project SEARCH, which helps students with disabilities enter the workforce. It’s part of what a Walker strategist describes as an “aggressive positive ad strategy” that has thus far included spots about workforce development, opioids and jobs. Here’s a sneak peek:

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To Help People

Dan Helmer, running in a crowded Democratic primary in Virginia's 10th District to challenge GOP Rep. Barbara Comstock, released an incendiary new political ad comparing Trump to Osama bin Laden. "After 9/11, the greatest threat to our democracy lived in a cave," says Helmer, over an image of bin Laden. "Today, he lives in the White House."

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Samantha Bee looked at migrant children being separated from their parents at the border:

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Missing Migrant Children | May 30, 2018 Act 1 | Full Frontal on TBS

Trevor Noah said even the "anti-PC brigade" criticized Roseanne Barr:

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Even the Anti-PC Brigade Condemns Roseanne Barr | The Daily Show

Kendrick Lamar accepted his Pulitzer Prize in Music:

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And an adorable young boy won the president's first pen at the "right-to-try" bill signing:

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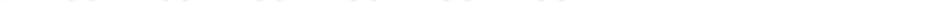
Adorable kid steals the spotlight and a hug from the president

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From: The Washington Post
To: [Hatch, Julie - BLS](#)
Subject: [MARKETING] The Daily 202: Floating clemency for Blagojevich, Trump diminishes the gravity of political corruption
Date: Friday, June 01, 2018 7:03:36 AM

The Daily 202 from PowerPost

The president's story on D'Souza's pardon doesn't add up.

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Floating clemency for Blagojevich, Trump diminishes the gravity of political corruption
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Former Illinois Gov. Rod Blagojevich (D) speaks to the media outside his home in Chicago in 2012 before reporting

to prison. (M. Spencer Green/AP)

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BY JAMES HOHMANN

with Breanne Deppisch and Joanie Greve

THE BIG IDEA: President Trump said Thursday that Rod Blagojevich “shouldn’t have been put in jail.”

After pardoning conservative pundit Dinesh D’Souza, who pleaded guilty to violating campaign-finance laws, Trump told reporters traveling aboard Air Force One that he is considering commuting the prison sentence of the disgraced former Illinois governor and pardoning Martha Stewart, who was convicted of lying to investigators and obstructing justice related to insider trading.

Trump’s comments on Blagojevich got the least attention but, frankly, were the most startling. A jury of his peers convicted the former prosecutor of 17 counts of wire fraud, attempted extortion, soliciting bribes and conspiracy in 2011. He was impeached and removed from office almost unanimously. He left office with an 8 percent approval rating [<https://s2.washingtonpost.com/6afb8d/5b114e5bfe1ff64247dccb7...>] .

Blagojevich was charged with trying to sell the U.S. Senate seat [<http://www.washingtonpost.com/wp-dyn/content/article/2010/07...>] that opened when Barack Obama became president to the highest bidder. Initially, he wanted to trade the appointment of Valerie Jarrett – who has been in the news this week because of Roseanne Barr’s racist tweets – in exchange for Obama picking him as secretary of health and human services. When the president-elect’s intermediaries rebuffed [<https://s2.washingtonpost.com/6afb8e/5b114e5bfe1ff64247dccb7...>] him, he turned elsewhere and wondered how much he could get for appointing someone else to the seat. He also thought about naming himself.

“I’ve got this thing and it’s [expletive] golden. And I’m just not giving it up for [expletive] nothing,” Blagojevich said on a court-authorized FBI wiretap [<https://s2.washingtonpost.com/6afb8f/5b114e5bfe1ff64247dccb7...>] that was played during his trial.

Apparently referring to that tape, Trump told reporters: “If you look at what he said, he said something to the effect like, ‘What do I get?’ ... Stupid thing to say. But he’s sort of saying ... he’s gonna make a U.S. senator, which is a very big deal. If you read his statement, it was a foolish statement. There was a lot of bravado. ... Plenty of other politicians have said a lot worse. He shouldn’t have been put in jail.”

At his trial, prosecutors laid out compelling evidence that Blagojevich sought to rescind \$8 million in state funding for Children’s Memorial Hospital in Chicago because the chief executive of the hospital wouldn’t make a \$50,000 contribution [<https://www.npr.org/2008/12/13/98224022/blagojevich-playing-...>] .

He refused to sign a bill that financially benefited racetracks until the owner of a racetrack cut a \$100,000 check to his campaign.

Blagojevich’s scheming, a prosecutor said, “would make [Abraham] Lincoln roll over in his grave.”

After he was convicted on 17 wide-ranging counts, several members of the jury spoke to reporters [<https://s2.washingtonpost.com/6afb90/5b114e5bfe1ff64247dccb7...>] . “We felt it was very clear he was trying to

make a trade for the Senate seat,” one juror said. Another added, “We'd tried everything to find him not guilty, but the evidence was there.”

The Supreme Court has made it much harder [\[https://s2.washingtonpost.com/6afb91/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/6afb91/5b114e5bfe1ff64247dcc7...) to prosecute public corruption in recent years, but Blagojevich failed to convince even four justices to grant cert to review his conviction or the length of his sentence just this April. Trump's own solicitor general, Noel Francisco, asked the high court not to take up Blagojevich's “unwarranted” appeal.

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Trump's pattern of political pardons

-- Trump's announcement that he's considering clemency makes it seem like he thinks what Blagojevich did is just politics as usual. That it's no big deal to make policy based on contributions. That a Senate seat belongs to the governor who gets to fill it, not the 12.8 million citizens of Illinois. That it's “unfair” for the FBI to pursue an egregious pattern of corruption. Perhaps Trump would say putting it that way is unfair to him, but his public musings indicate a desire to diminish the seriousness of political corruption.

Remember, Trump budget director Mick Mulvaney confessed in April [\[https://s2.washingtonpost.com/5bf617/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/5bf617/5b114e5bfe1ff64247dcc7...) that he would only meet with lobbyists who contributed to his campaigns when he was in Congress. “If you're a lobbyist who never gave us money, I didn't talk to you. If you're a lobbyist who gave us money, I might talk to you,” he told a roomful of banking lobbyists. The White House has yet to disavow these comments. Mulvaney is still a member of the Cabinet.

The president is mistakenly under the impression that Blagojevich was sentenced to 18 years. In fact, he got 14 years. But the 61-year-old has served just six years, and he's not due to be released from a minimum-security prison in Colorado until May 2024. The former governor's lawyers have not even formally asked for a pardon or commutation yet.

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Rod Blagojevich on Celebrity Apprentice - Episode 1

-- Defending his position, Trump noted that Blagojevich is a Democrat: “He's not my party. But I thought that he was treated unfairly.” Blagojevich is a Democrat, but so was Trump – until September 2009 [\[http://www.politifact.com/florida/statements/2015/aug/24/jeb...\]](http://www.politifact.com/florida/statements/2015/aug/24/jeb...) . Developing a Trump-branded hotel in Chicago at the time, the president donated \$5,000 to Blagojevich's 2002 campaign and another \$2,000 in 2007.

The two men have a personal history, though. Blagojevich was a contestant on “Celebrity Apprentice” in 2010 – after he was indicted but before he was convicted. “Governor, you have a hell of a lot of guts, I have to tell you that,” Trump told him on the first episode of the season. “I have friends where things have happened to them. They crawl into a corner. They die. You're out there punching! I respect that.”

Trump fired Blagojevich on the fourth episode [\[https://s2.washingtonpost.com/6afb93/5b114e5bfe1ff64247dcc7...\]](https://s2.washingtonpost.com/6afb93/5b114e5bfe1ff64247dcc7...) . Soon, he may more than make it up to him.

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Patti Blagojevich on possible commutation of Rod's sentence

-- Patricia Blagojevich appeared last night on Fox News, the president's favorite channel, to effusively praise Trump and argue that the feds are now trying to do to him what they did to her husband. "These same people that did this to my family – that secretly taped us and twisted the facts and perverted the law – are trying to do the same thing ... but on a much larger scale. They're emboldened. They took down a governor and now they have their sights much higher."

The Wall Street Journal published an op-ed [<https://www.wsj.com/articles/im-in-prison-for-practicing-pol...>] on Monday from Rod Blagojevich that seemed like it was written for an audience of one, as well. "I'm in Prison for Practicing Politics," he wrote. "Some in the Justice Department and Federal Bureau of Investigation are abusing their power to criminalize the routine practices of politics and government. ... When they can't prove a crime, they create one."

-- Robert Grant, who headed the FBI's Chicago field office during the Blagojevich investigation, accused Trump of being motivated by spite and antipathy toward law enforcement. "It's so disheartening to think that the president of the United States would overturn the evidence heard by a judge and jury, all out of an animus toward Bob Mueller, James Comey and [former U.S. Attorney] Pat Fitzgerald," Grant, who is now retired, told Politico [<https://s2.washingtonpost.com/6afb95/5b114e5bfe1ff64247dccb7...>]. "Blagojevich got caught by wiretaps and microphones and he was engaging in a practice that we believed he was taking part in for quite awhile. ... I don't think anybody who listened to those tapes would think anything but it was an incredibly corrupt governor who was dealing with corrupt associates. ... When the framers of the Constitution framed that power, I don't think they envisioned this."

-- Republicans in the Illinois legislature were also taken aback by Trump's comments. "If ever there was a political crime, that was one of the most egregious – certainly in our state's history, if not the country's," state Sen. Jason Barickman (R-Bloomington) told the CBS Chicago affiliate.-- Pat Quinn, the lieutenant governor who took over as governor when Blagojevich was removed from office, emphasized that his predecessor has never taken any responsibility for his misconduct: "He did infinite harm to the government of Illinois," Quinn, a Democrat, told the New York Times [<https://s2.washingtonpost.com/6afb96/5b114e5bfe1ff64247dccb7...>]. "We had a lot of remedial work to do after he left, including passing strong ethics laws and campaign finance laws — he didn't do Illinois any good."

-- The Chicago Tribune Editorial Board [<http://www.chicagotribune.com/news/opinion/editorials/ct-edi...>] pleads with Trump this morning to leave Blagojevich in prison: "Presidents do have broad constitutional authority to commute sentences for federal crimes, and Blagojevich committed a lot of them. ... But in Illinois, where law-abiding citizens have seen four of their last 10 governors frog-marched to federal prison, the next crooked pols surely are thrilled to hear Trump blaviate. They'd love to go back to the long era of gentlemen's sentences for the unfortunates who get caught wallowing in the Illinois culture of political sleaze. We've never found joy in watching Blagojevich's family — the people he victimized most — plead for mercy. We have, though, concluded that the sentence he earned not only is fair. It's fair warning to other criminal pols here in Illinois, the State of Corruption."

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ARE COMPANIES PREPARED FOR CYBER ATTACK?

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Less than 50% of senior IT workers think so, while 68% say their boards aren't briefed on cybersecurity strategies. Learn what else we discovered in our cyber Megatrends study.

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Here's why Kim Kardashian met with Trump

-- Trump didn't just downplay the crimes Blagojevich was convicted of. The president said that he pardoned D'Souza because he deserved nothing more than "a quick, minor fine, like everybody else with the election stuff." D'Souza was sentenced in 2014 to five years of probation, including eight months living under supervision in a "community confinement center" and a \$30,000 fine.

"There are some campaign-finance violations that are trivial, or that might be explained away as oversights. This was not one of them," Paul Waldman explains on Plum Line [<https://s2.washingtonpost.com/6afb97/5b114e5bfe1ff64247dcc7...>] . "D'Souza knew very well he was breaking the law, and took steps to conceal his actions. He devised and carried out a scheme to violate election laws. Specifically, once he and his wife had given the legal limit in contributions to a friend running for Senate, he wanted to give more money but was prohibited by law from doing so. He then instructed his assistant and his mistress (yes, his mistress) to also give the legal limit, and reimbursed them for their contributions, concealing the true source of the money. That is not an oversight; it was willful fraud."

Don't forget: Michael Cohen, the president's personal attorney, is under investigation by federal prosecutors in New York for possible campaign-finance violations.

-- To be sure, Trump's support for leniency does not extend to his opponents [<https://s2.washingtonpost.com/6afb98/5b114e5bfe1ff64247dcc7...>] : He thought Hillary Clinton should be locked up for using a private email server. Before getting elected, the president often said in his stump speech that "no one is above the law."

-- Trump might also relish the chance to undo big wins by people he perceives to be his enemies. Preet Bharara prosecuted D'Souza as U.S. attorney for the Southern District of New York. Comey prosecuted Martha Stewart and devoted a chapter to the case in his memoir. Fitzgerald, one of Comey's best friends, prosecuted both Blagojevich and Scooter Libby, the former Dick Cheney chief of staff whom Trump recently pardoned. Trump fired Bharara and Comey last year. Both have emerged as vocal critics.

-- Trump's story about how the D'Souza pardon came to be doesn't add up. Philip Rucker, Josh Dawsey and John Wagner identify inconsistencies [<https://www.washingtonpost.com/politics/trump-offers-pardon-...>] in the president's version of events: "Earlier this spring, Sen. Ted Cruz (R-Tex.) brought up D'Souza's situation to Trump and personally lobbied him to consider a pardon, according to White House officials. The senator, who accompanied Trump to a political fundraiser Thursday in Houston, cheered the decision. Trump, however, told reporters that 'nobody asked me to do it' and claimed that he had never met D'Souza, although he said he has seen him on television. 'I called him last night, first time I've ever spoken to him,' Trump said.

"But Sam Nunberg, Trump's former political aide, recalled that D'Souza visited Trump at Trump Tower in New York in 2012, shortly before releasing his film, '2016: Obama's America,' which was based on his earlier book, 'The Roots of Obama's Rage.' Nunberg said that Trump agreed to help D'Souza promote the film. Trump sent three tweets about D'Souza's movie that August, including one calling it an 'amazing film.' A White House spokesman said he could not immediately square the conflicting accounts of whether Trump had previously met D'Souza."

-- Related: Trump has made at least 3,251 false or misleading claims during his 497 days in office, according to a new tabulation from The Washington Post's Fact Checker team [<https://s2.washingtonpost.com/6afb99/5b114e5bfe1ff64247dccb7...>]. That's an average of more than 6.5 claims a day.

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What Trump has said about pardons

-- Coming attractions: "A senior White House official said that as many as a dozen other pardons are under consideration by Trump, adding that most are likely to happen," per Phil, Josh and John [<https://www.washingtonpost.com/politics/trump-offers-pardon-...>]. "Traditionally, people seeking pardons apply through the Justice Department's Office of the Pardon Attorney, which reviews thousands of cases and advances some to the White House for the president's consideration. But Trump has used his clemency powers in a more haphazard way, spurred by personal connections or political calculations.

"Most of the pardons are impulsive, according to a person familiar with the process, and are driven by his 'seeing something on TV, reading something in a newspaper, hearing from a friend or someone lobbying him personally.' ... 'With Sheriff Joe [Arpaio], there was no process, no examination of exactly what did he do, what did he deserve?' said the person familiar with the process. 'Someone said this is a miscarriage of justice on Fox News. Trump liked Sheriff Joe. That was it.'

"Actor Sylvester Stallone personally lobbied Trump to grant a posthumous pardon to heavyweight boxing champion Jack Johnson, which the president did in May. And reality television star Kim Kardashian visited Trump in the Oval Office on Wednesday to ask for a pardon of Alice Marie Johnson, who is serving a life sentence for a drug-trafficking conviction.

"Roger Stone, a longtime Trump associate and his former political strategist, who has come under scrutiny by Mueller's team, said the president sent a clear message. 'It has to be a signal to Mike Flynn and Paul Manafort and even Robert S. Mueller III: Indict people for crimes that don't pertain to Russian collusion and this is what could happen,' Stone said. 'The special counsel has awesome powers, as you know, but the president has even more awesome powers.'"

Listen to James's quick summary [[https://s2.washingtonpost.com/5779/5b114e5bfe1ff64247dcc7a/...](https://s2.washingtonpost.com/5779/5b114e5bfe1ff64247dcc7a/)] of today's Big Idea and the headlines you need to know to start your day:

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WHILE YOU WERE SLEEPING:

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-- The U.S. unemployment rate dropped to 3.8 percent, with a higher than expected 223,000 jobs added in May. Heather Long reports [<https://s2.washingtonpost.com/6afb9c/5b114e5bfe1ff64247dcc7...>] : "In a highly unusual move, [Trump] tweeted Friday morning that he is 'looking forward to seeing the employment numbers.' Trump's tweet made many on Wall Street wonder if the number would be far higher than predicted. The U.S. unemployment rate has not been this low since 2000. Many economists predict it will fall even further this year, potentially dropping to 3.5 percent, which would be the lowest rate since 1969. Wage growth ticked up slightly to 2.7 percent over the past year. Presidents have typically received an advance look at the jobs report on Thursday evening, but they refrain from commenting on it until after it releases because they don't want to be seen as influencing the markets. A long-standing federal rule forbids government employees from commenting on the jobs numbers until an hour after the release, but Trump has ignored that rule before [<http://money.cnn.com/2017/08/04/news/economy/trump-jobs-tweet...>] ."

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Andrew McCabe and other witnesses testify before the U.S. Senate Select Committee on Intelligence. (Jahi Chikwendiu/The Washington Post)

-- Investigators from the D.C. U.S. Attorney's Office recently interviewed James Comey as part of a probe into Andrew McCabe, his former deputy — an indication that prosecutors are “seriously” considering whether McCabe should be charged with a crime. Matt Zapotosky reports

[<https://s2.washingtonpost.com/6afb9d/5b114e5bfe1ff64247dcc7...>] : “Justice Department Inspector General Michael E. Horowitz accused McCabe in April of misleading investigators and Comey four times — three of them under oath — about authorizing a disclosure to the media. Horowitz referred the findings to the D.C. U.S. Attorney's Office to determine whether criminal charges are warranted. Lying to federal investigators can carry a five-year prison sentence, though McCabe disputes that he intentionally misled anyone. Comey's interview, while significant, does not indicate prosecutors have reached any conclusions, and people familiar with the process said it is not surprising given the allegations McCabe faces. A referral from the inspector general does not guarantee charges will be filed.”

“The U.S. attorney's investigation into McCabe is likely to intensify partisan squabbling, pitting respected law enforcement leaders against one another and potentially giving Trump ammunition to attack ... McCabe asserts that Comey knew he authorized the media disclosure, and Comey claims otherwise. Comey has said he ‘could well be a witness’ against McCabe if McCabe were ever charged and tried.”

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Spain's Prime Minister Mariano Rajoy, right, shakes hands with socialist leader Pedro Sanchez after a motion of no confidence vote at the Spanish parliament in Madrid. (Pierre Phillipe Marcou/AP)

-- Spanish Prime Minister Mariano Rajoy was ousted from office due to corruption scandals. Pamela Rolfe and William Booth report [<https://s2.washingtonpost.com/6afb9e/5b114e5bfe1ff64247dcc7...>] : “He will be replaced by a leader of the opposition Socialist Party. The [no-confidence] vote was 180 to 169, with one abstention. Rajoy appeared in parliament Friday morning and in a brief speech said, ‘I will accept the decision.’ ... Spain's National Court handed down tough sentences last week to 29 individuals linked with [Rajoy's Popular Party], including elected officials and business leaders. The court ruled that the Popular Party benefited from wide-ranging, systematic use of kickbacks from contracts. The crimes ranged from fraud and tax evasion to money laundering.”

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Protesters and police clash on D.C. streets on the day of Trump's inauguration in January 2017. (Jahi Chikwendiu/The Washington Post)

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GET SMART FAST:

Federal prosecutors dropped charges against seven people charged with rioting during Trump's inauguration last year after a D.C. judge determined that the government “intentionally misrepresented” information and withheld evidence. (Keith L. Alexander [<https://s2.washingtonpost.com/6afb9f/5b114e5bfe1ff64247dcc7...>])

Nebraska is pushing to carry out the country's first execution using fentanyl. The state's attorney general has asked the Nebraska Supreme Court to allow the use of the powerful, synthetic painkiller in the execution of Carey

Dean Moore, first sentenced to death in 1980 for killing two Omaha cabdrivers. (Mark Berman [<https://s2.washingtonpost.com/6afba0/5b114e5bfe1ff64247dcc77...>])

Paramedics were initially denied access to wounding and dying students immediately following the Parkland, Fla., shooting, according to rescue official Michael McNally. McNally said the Broward Sheriff's Office captain in charge of the scene repeatedly told him she "would have to check" before allowing paramedics to enter the school. (Miami Herald [<http://www.miamiherald.com/news/local/community/broward/arti...>])

FDA officials still have not traced the source of the contaminated romaine lettuce that triggered a massive E. coli outbreak. The outbreak, which began more than seven weeks ago, sickened 172 people and sent romaine sales plunging by nearly 50 percent. Consumer and advocacy groups are now calling on the FDA to pass mandatory record-keeping requirements for "high-risk foods." (Caitlin Dewey [<https://s2.washingtonpost.com/6afba1/5b114e5bfe1ff64247dcc77...>])

A Goldman Sachs vice president has been charged with insider trading after he allegedly made more than \$130,000 by trading illegal information through a brokerage account of a friend living in South Korea. (Reuters [<https://s2.washingtonpost.com/6afba2/5b114e5bfe1ff64247dcc77...>])

New York Times reporter Glenn Thrush will be allowed to keep his six-figure book advance despite being dropped from the Random House deal after misconduct allegations surfaced against him. Thrush was originally supposed to co-author the book with colleague Maggie Haberman. (Paul Farhi [<https://www.washingtonpost.com/news/reliable-source/wp/2018/...>])

Karthik Nemmani, a 14-year-old from McKinney, Tex., won the 2018 Scripps National Spelling Bee. The winning word was "koinonia," a word with Greek roots meaning a spiritual communion. (Amy B Wang [<https://s2.washingtonpost.com/6afba3/5b114e5bfe1ff64247dcc77...>])

Usain Bolt lost one of his Olympic gold medals after one of his teammates was accused of doping, costing the superstar sprinter his perfect Olympic record. Nesta Carter was found to have a banned stimulant in his system when he participated in the men's 4x100 relay race at the 2008 Olympics. (Des Bieler [<https://s2.washingtonpost.com/6afba4/5b114e5bfe1ff64247dcc77...>])

A 64-year-old Cleveland man is suing U.S. Customs and Border protection after agents seized his life savings from a carry-on bag — and then never charged him with a crime. It's not against the law to carry large amounts of cash onto an airplane, but agents were operating under a controversial procedure known as civil asset forfeiture, which allows them to seize cash and property — even when those involved are never convicted or charged. (Christopher Ingraham [<https://www.washingtonpost.com/news/wonk/wp/2018/05/31/a-64-...>])

The family of a retired Marine colonel used his obituary to call out bad driving in the Washington area. A sentence from Col. Robert F. Gibson's obituary reads, "A native of Northern Virginia for the last 30 years of his life, he hated how all of you were incapable of driving competently." (NBC4 [<https://s2.washingtonpost.com/6afba5/5b114e5bfe1ff64247dcc77...>])

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Europe's Juncker slams U.S. tariffs: 'It's totally unacceptable'

THE TRADE WAR ESCALATES:

-- Trump imposed new tariffs on steel and aluminum against Canada, Mexico and the European Union — triggering retaliation from U.S. allies just hours before the economic penalties were slated to take effect. "The tariffs — 25

percent on steel and 10 percent on aluminum — [marked] a major escalation of the trade war between the U.S. and its allies,” David J. Lynch, Josh Dawsey and Damian Paletta report
[\[https://www.washingtonpost.com/business/economy/trump-impose...\]](https://www.washingtonpost.com/business/economy/trump-impose...) .

“In response, the E.U. said it would impose duties ‘on a number of imports from the United States,’ referring to a 10-page list of targets for retaliation it published in March ... European leaders also vowed to proceed with a complaint to the World Trade Organization. The Mexican government said it would levy import taxes on U.S. exports of [multiple products, including certain types of] steel ... And Canada levied a surtax on \$16.6 billion of American steel, aluminum and other products, as [Justin Trudeau] pronounced Trump’s claim to be protecting national security an ‘affront’ to Canadians who fought alongside American GIs from World War II to Afghanistan.”

“It’s unprecedented to have gone after so many U.S. allies ... and forcing them to retaliate,” said economist and trade policy author Douglas Irwin. “It’s hard to see how the U.S. is going to come out well from this whole exercise.”

Trump has said the tariffs are “necessary” to protect national security — but that claim was immediately disputed by leaders of the affected countries. “This is protectionism, pure and simple,” said Jean-Claude Juncker, president of the European Commission.

And some prominent Republicans also attacked the tariffs as “wrongheaded”: “This is dumb. Europe, Canada, and Mexico are not China, and you don’t treat allies the same way you treat opponents,” said Sen. Ben Sasse of Nebraska. “We’ve been down this road before — blanket protectionism is a big part of why America had a Great Depression. ‘Make America Great Again’ shouldn’t mean ‘Make America 1929 Again.’”

-- Trudeau said that months of intense NAFTA negotiations with the U.S. “imploded” after a phone call in which Mike Pence made an ultimatum requiring any deal to expire automatically in five years. Damian Paletta reports [\[https://s2.washingtonpost.com/6afba7/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afba7/5b114e5bfe1ff64247dccb7...) : “Trudeau said he was prepared to travel to Washington this week to try to finalize a rework of [NAFTA], but Pence ... said a meeting would occur only if the ‘sunset’ provision was agreed to in advance. ‘I had to highlight that there was no possibility of any Canadian prime minister signing a NAFTA deal that included a five-year sunset clause, and obviously the visit didn’t happen,’ Trudeau said[.] The sunset issue was one of several that the White House wanted ‘clarity’ on before any meeting took place ... Trudeau said [that] he felt the United States, Mexico and Canada were on the verge of a renegotiated NAFTA that he described as a ‘win, win, win’ before the talks stalled after the Pence phone call.”

-- Trump’s advisers have been privately fighting over trade policy, with the argument recently spilling into public view. From Politico’s Ben White, Andrew Restuccia and Nancy Cook [\[https://s2.washingtonpost.com/6afba8/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afba8/5b114e5bfe1ff64247dccb7...) : “The week began with a statement that the administration would move ahead with trade levies on China, just days after Treasury Secretary Steven Mnuchin said a trade war with the world’s second-largest economy was ‘on hold.’ Trump’s senior trade adviser Peter Navarro publicly rebuked Mnuchin’s statement on Wednesday, calling it an ‘unfortunate sound bite.’ One senior administration official said privately this week that Navarro’s public scolding of the Treasury secretary was a ‘firing-level offense’ but held out no hope that Trump would take any action. The result of the infighting is a trade policy that’s nearly impossible for anyone to understand or predict and which risks undermining Trump’s economic and stock market gains.”

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Pompeo: U.S. and North Korea moving in the right direction

NORTH KOREA:

-- As U.S. and North Korean officials continue efforts to revive the June 12 summit between Trump and Kim Jong Un, South Korea has taken a different tack — expressing interest in a three-way summit involving its own president, Moon Jae-in. Michelle Ye Hee Lee and John Hudson report

[<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>] : “South Korean officials insisted [the meeting] would only materialize if supported by Pyongyang and Washington. [Moon] has said he hopes for such a meeting, which perhaps could take place immediately after the scheduled [Trump-Kim meeting]. A meeting of the three countries’ leaders could provide an opening for Moon to advance a long sought goal: a peace accord that formally ends the Korean War. Political allies and experts say Moon’s government views such a declaration as an incentive to North Korea to agree to denuclearization, and it’s a personal issue to Moon, the son of North Korean refugees[.]

“But the Trump administration is currently divided on whether agreeing to a peace treaty at the outset of the talks would give away a significant concession too early in the negotiations ... The concerns could create a potential rift with Seoul, which wants to remain involved in the negotiations in the long term but doesn’t want to be seen as inserting itself improperly too early.”

One Trump official said both Moon and Japanese Prime Minister Shinzo Abe had been “eager” to play a role in the talks, but that the U.S. goal was to keep the initial summit limited to just Trump and Kim. “‘The president is trying to keep them at arm’s length,’ the official said ... [Trump’s] theory is that he can better build rapport with Kim and offer him the reassurance he needs in a one-on-one negotiation.”

-- Secretary of State Mike Pompeo expressed optimism about salvaging the Trump-Kim summit, which he described as a “once in a lifetime opportunity.” Carol Morello and Anne Gearan report [<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>] : “Following two days of talks with Kim’s right-hand aide, Vice Chairman Kim Yong Chol, Pompeo spoke as though the summit Trump had canceled last week was likely to be reinstated, but still framed it as an ‘expected’ first meeting. ‘Our two countries face a pivotal moment,’ to work for peace, Pompeo told reporters after the unusual sit-down sessions with an official banned from traveling to the United States without a special waiver. ‘It would be nothing short of tragic to let this opportunity to go waste,’ Pompeo said. Kim Yong Chol will travel to Washington on Friday to deliver a ‘personal letter’ from Kim Jong Un, Pompeo said, adding that he does not know whether that means a formal announcement is likely Friday that the summit is back on.”

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Russian Foreign Minister Sergey Lavrov meets with Kim Jong Un in Pyongyang. (KCNA/Reuters)

-- Russian Foreign Minister Sergey Lavrov met with Kim in Pyongyang as Moscow seeks to expand its influence on the peninsula. CNN’s Steve George reports [<https://www.cnn.com/2018/05/31/asia/sergey-lavrov-north-kore...>] : “... Lavrov called for the phased lifting of sanctions on North Korea, suggesting that denuclearization would only be achievable if sanctions were scaled back. ‘As we start discussions on how to resolve the nuclear problem on the Korean Peninsula, it is understood that the solution cannot be comprehensive without the lifting of sanctions,’ Lavrov said.”

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Syrian President Bashar al-Assad speaks during an interview with a Syrian news agency. (SANA/AP)

THE NEW WORLD ORDER:

-- Syrian President Bashar al-Assad threatened to expel U.S. troops from northeastern Syria by force, saying the United States should “heed the lessons of Iraq” and extract itself as his government seeks to reassert control in the area. “[We] are going to resort to liberating the area by force, with the Americans or without the Americans,” Assad said, adding, “The Americans should leave somehow. They are going to leave.” (Liz Sly [<https://s2.washingtonpost.com/6afb9/5b114e5bfe1ff64247dccb7...>])

-- Italian leaders reached an agreement on forming a government, which could avert an E.U. crisis. Stefano Pitrelli and Griff Witte report [<https://s2.washingtonpost.com/6afbac/5b114e5bfe1ff64247dccb7...>] : “[N]egotiations Wednesday and Thursday yielded an unexpected breakthrough, culminating in a presidential announcement late Thursday night that the country’s new government will be sworn in Friday. The anti-establishment Five Star Movement and the far-right League will govern together, forming the first purely populist coalition to lead a core Western European country since the creation of the European Union. And they will get their preferred prime minister, the little-known law professor Giuseppe Conte.”

-- Hungary’s parliament is considering legislation that would target and punish individuals who provide help to undocumented immigrants. Under the “Stop Soros” bill — named after Hungarian-American philanthropist George Soros — offenders could be sentenced to up to a year in prison for providing aid or protection for undocumented peoples. (Siobhán O’Grady [<https://www.washingtonpost.com/news/worldviews/wp/2018/05/30...>])

-- The Danish parliament voted to approve a so-called “Burqa ban” — effectively outlawing both the burqa and the niqab, and subjecting offenders to fines of more than \$1,000. An earlier version of the bill included an amendment that allowed violators to be jailed, but the provision was later removed. (NPR [<https://s2.washingtonpost.com/6afbad/5b114e5bfe1ff64247dccb7...>])

-- The United Nations said Mexico’s security forces are likely behind the disappearances of 23 people in the border city of Nuevo Laredo, blaming authorities for “arbitrarily detaining” victims — some as young as 14 — who were plucked from the streets. In a statement, the United Nations also reported that the Mexican government has made little progress locating the vanished residents, “despite ample information and evidence,” and added that “several witnesses have been subjected to threats.” (Joshua Partlow [<https://s2.washingtonpost.com/6afbae/5b114e5bfe1ff64247dccb7...>])

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EPA Administrator Scott Pruitt testifies before a Senate Appropriations subcommittee hearing. (Al Drago/Reuters)

TRUMP'S AGENDA:

-- Three Senate Democrats want the EPA inspector general to probe whether Scott Pruitt received an improper gift when an aide assisted him in a housing search. Juliet Eilperin and Brady Dennis report [<https://www.washingtonpost.com/news/energy-environment/wp/20...>] : The senators cite “new emails that show the staffer corresponded with a real estate agent during office hours on her agency email account. The new emails, attached to a letter written by Sens. Tom Udall (N.M.), Thomas R. Carper (Del.) and Sheldon Whitehouse (R.I.), detail how EPA director of scheduling and advance Millan Hupp worked with a private real estate agent in the summer to locate an apartment for Pruitt and his wife. ... The lawmakers cite three different provisions in the federal government’s Code of Federal Regulation, including requirements that employees ‘use official time to perform their official duties’; that employees cannot use his or her official position ‘to coerce or induce anyone, including a subordinate’ to provide ‘any benefit’; and that employees cannot give a superior ‘a gift,’ which can include services.”

-- Companies took the first steps to drill for oil next winter in the Arctic National Wildlife Refuge since Congress voted last year to open the pristine wilderness to petroleum exploration. Steven Mufson and Juliet Eilperin report [<https://s2.washingtonpost.com/6afbaf/5b114e5bfe1ff64247dccb7...>] : “But while [Trump], congressional Republicans, the oil industry and Alaskan leaders have been pushing hard to develop the refuge ... the Interior Department’s initial response to the consortium’s permit application was scathing ... the exchange over the permit highlights the difficulties of bringing to fruition a signature energy project of Trump and his fellow Republicans. ... The oil services firm and project operator SAExploration said that ‘this partnership is dedicated to minimizing the effect of our operations on the environment.’ It said it would deploy sleds, smaller vehicles and biodegradable lubricants, and would construct ice roads. But the proposal for seismic work included two 150-strong teams of workers, airstrips, giant sleds and explosives to search for and map underground oil or natural gas reserves.”

-- The largest union representing federal workers sued the administration over a new executive order limiting the time employees can spend on union activity. Lisa Rein reports

[<https://s2.washingtonpost.com/6afbb0/5b114e5bfe1ff64247dccb7...>] : “The lawsuit filed in U.S. District Court for the District by the American Federation of Government Employees ratchets up labor-management tensions that have simmered at federal agencies since [Trump] took office. ... The restriction on what is known as ‘official time’ — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. ... AFGE, which represents about 700,000 federal workers, argues in its lawsuit that the Trump administration has violated the union’s right to freedom of association, guaranteed by the First Amendment. The lawsuit claims the administration has singled out labor organizations for disparate treatment.”

-- Trump met with the family members of the Santa Fe shooting victims in Texas. The AP’s Jonathan Lemire reports [<https://apnews.com/2c09cdab0af94a9c833cbcaca9c39c7d?wpm=1&a...>] : “Rhonda Hart, whose 14-year-old daughter, Kimberly Vaughan, was killed at the school, [said] that Trump repeatedly used the word ‘wacky’ to describe the shooter and the trench coat he wore. She said she told Trump, ‘Maybe if everyone had access to mental health care, we wouldn’t be in the situation.’ Hart, an Army veteran, said she also suggested employing veterans as sentinels in schools. She said Trump responded, ‘And arm them?’ She replied, ‘No,’ but said Trump ‘kept mentioning’ arming classroom teachers. ‘It was like talking to a toddler,’ Hart said.”

-- The Trump administration opening the door to Medicaid work requirements eased the passage of Medicaid expansion in Virginia, Amy Goldstein and Laura Vozzella write [<https://s2.washingtonpost.com/6afbb1/5b114e5bfe1ff64247dccb7...>] : “Three of four Republican state senators who defected from their caucus’s long-held opposition to expanding Medicaid cited the fact that the Trump administration is allowing states to impose work requirements for the first time in the half-century history of this central piece of the nation’s social safety net. ... Under the bill, expected to be signed into law next week by Gov. Ralph Northam (D), Virginia’s Department of Medical Assistance must apply within 150 days for federal permission to join a growing number of states that are compelling able-bodied adults to work, prepare for a job or volunteer to qualify for Medicaid.”

-- Daniel Jorjani, the Interior Department’s principal deputy solicitor, has played a key role in advancing Trump’s agenda at the agency, newly obtained records show. From Juliet Eilperin and Dino Grandoni [<https://s2.washingtonpost.com/6afbb2/5b114e5bfe1ff64247dccb7...>] : “In April 2017, pesticide industry officials were eager to meet with [Jorjani] about a provision in the Endangered Species Act they viewed as time-consuming and complex. Representatives from the agrochemical trade association CropLife America and an affiliate, Responsible Industry for a Sound Environment (RISE), questioned the requirement that the Environmental Protection Agency consult with the two other agencies managing endangered species — Interior’s Fish and Wildlife Service and the Commerce Department’s National Marine Fisheries Service — before licensing pesticides. The industry groups appeared pleased with the reception [Jorjani] gave them ... In January, the Trump administration formed an interagency working group to review the policy.”

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Samantha Bee attends the Turner Networks 2018 Upfront at One Penn Plaza in New York. (Evan Agostini/Invision/AP)

TRUMP’S AMERICA:

-- Samantha Bee apologized for using a vulgar term to refer to Ivanka Trump on her late-night show. Bee said of the White House adviser on her show, “Do something about your dad’s immigration practices, you feckless c---. He listens to you.” “I would like to sincerely apologize to Ivanka Trump and to my viewers for using an expletive on my show to describe her last night,” Bee later said in a statement to The Post. “It was inappropriate and inexcusable. I crossed a line, and I deeply regret it.” The comment also triggered an apology from Bee’s network, TBS. Sonia Rao reports [<https://www.washingtonpost.com/news/reliable-source/wp/2018/...>] : “The video of the segment was taken down from YouTube and Facebook. As of early Thursday evening, Autotrader, an online marketplace for cars, and State Farm stated that they would be suspending their respective sponsorships of the TBS show. A number of Twitter users equated Bee’s words with Roseanne Barr’s racist tweet about former Obama adviser Valerie Jarrett that eventually led to the cancellation of her ABC series.”

-- The White House condemned Bee’s comment, adding the “collective silence by the left and its media allies” was

“appalling.” “The language used by Samantha Bee last night is vile and vicious,” White House press secretary Sarah Huckabee Sanders said in a statement prior to Bee’s public apology. “Her disgusting comments and show are not fit for broadcast, and executives at Time Warner and TBS must demonstrate that such explicit profanity about female members of this administration will not be condoned on its network.” (Sonia Rao [\[https://s2.washingtonpost.com/6afbb3/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb3/5b114e5bfe1ff64247dccb7...))

-- “Bee’s slur crossed into coarser territory and raised, again, a question that liberals from pop culture to politics have not yet resolved in the Trump presidency: the high road or the low road?” Callum Borchers writes [\[https://s2.washingtonpost.com/6afbb4/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb4/5b114e5bfe1ff64247dccb7...) . “In a polarizing and at-times-profane stand-up routine at the White House correspondents’ dinner last month, comedian Michelle Wolf quipped that she would have dragged the absent president to the event, ‘but it turns out the president of the United States is the one p---y you’re not allowed to grab.’ As some in the crowd groaned, Wolf responded, ‘He said it first. Yeah, he did. Do you remember?’ Everyone remembers. But not everyone agrees that ‘he said it first’ is an excuse to emulate crassness.”

-- Trump called for Bee’s firing this morning:

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Trailer: ‘The Trump Prophecy’

-- The evangelical Liberty University is making a movie entitled “The Trump Prophecy” exploring whether God played a role in Trump’s victory. Lauren Markoe writes [\[https://s2.washingtonpost.com/6afbb6/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb6/5b114e5bfe1ff64247dccb7...) : “The film, which will be released in 1,200 theaters this fall, is Liberty’s largest production to date, and it pairs the university with an independent Christian filmmaker who raised \$1 million for the project — a sum its director says could double with postproduction and distribution costs. Those who share Liberty President Jerry Falwell Jr.’s belief that Trump is a ‘dream’ president for evangelicals will probably make up a large part of the target audience — conservatives 55 and older. But others — including many evangelicals — call the project anti-Christian for what they see as its implicit endorsement of a president who fosters attitudes and policies toward immigrants, minorities and the poor that they think contradict Jesus’ teaching to prioritize the marginalized.”

-- “In a Georgia town, nine people explain their frustration and optimism on immigration,” by Jenna Johnson [\[https://www.washingtonpost.com/politics/in-a-georgia-town-10...\]](https://www.washingtonpost.com/politics/in-a-georgia-town-10...) : “Gainesville, about 50 miles northeast of Atlanta, has long been a destination for immigrants seeking work at poultry processing plants, construction sites and factories. More than 40 percent of the city’s 40,000 residents are Hispanic, and one in four was born in another country, according to the latest U.S. Census estimates. Some of the immigrants who call Gainesville home are in the country illegally. The city is also a conservative bastion. It is located in a county where [Trump] won 70 percent of the vote in 2016. ... [The Post] traveled to Gainesville and asked dozens of locals how they would change the nation’s immigration system if they could.”

-- Rep. Keith Ellison (D-Minn.) has decided to boycott the NFL following its policy change on players’ national anthem protests. From Adam Kilgore [\[https://s2.washingtonpost.com/6afbb7/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbb7/5b114e5bfe1ff64247dccb7...) : “[I]n trying to appease Trump and fans angry at protesting players, the league may have shifted unrest, more than eliminated it. On Twitter over the past week, the phrase #NFLBoycott has seen steady use. How much those tweeters will stay away, or how much NFL they watched in the first place, is unknowable. But as Ellison shows, some will stay away.”

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Georgia Democratic gubernatorial candidates and former state representatives Stacey Abrams, left, and Stacey

Evans get ready to debate in Atlanta. (John Amis/AP)

THE MIDTERMS:

-- Gun violence continues to deepen political divisions — but maybe not for the expected reasons, according to a new Post analysis examining gun deaths across the country. Andrew Van Dam [<https://s2.washingtonpost.com/6afbb8/5b114e5bfe1ff64247dccb7...>] reports: “A distinct pattern emerged: In Democratic regions of the country, which tend to be cities, people are more likely to be murdered with a gun than they are to shoot themselves to death. In regions of the country won by Republicans, which tend to be rural areas and small towns, the opposite is true — people are more likely to shoot themselves to death than they are to be murdered with a gun. This pattern ... could partially explain differing partisan views on the issue of gun control, experts say, though they added more analysis would be necessary to prove a direct link. In the most Democratic regions, gun violence is more often committed against another, crimes that probably generate more news coverage and fear. In the most Republican areas, it is more often committed against oneself, suicides that may not attract as much attention.”

-- The leading Democrat in New Mexico’s gubernatorial race, Rep. Michelle Lujan Grisham, profited from the state’s use of high-risk insurance plans, which critics say should have been outlawed under Obamacare. New Mexico holds its primary elections on Tuesday. Politico’s Rachana Pradhan reports [<https://www.politico.com/story/2018/05/30/lujan-grisham-new-...>] : “As most states were shuttering their subsidized health-insurance programs for people with pre-existing conditions because they could get coverage through Obamacare, a firm, [Delta Consulting Group], co-founded by Lujan Grisham and a close political ally received millions of dollars to run New Mexico’s program, even as she served in Congress. The state’s high risk pool is still open even though its premiums are higher on average than Obamacare — 10 percent higher this year ... It also continued despite efforts by New Mexico Republicans to curtail the program.”

-- “Teachers Find Public Support as Campaign for Higher Pay Goes to Voters,” by the New York Times’s Dana Goldstein and Ben Casselman [<https://s2.washingtonpost.com/6afbb9/5b114e5bfe1ff64247dccb7...>] : “A survey conducted in early May ... found that nearly three in four adults — 71 percent — considered teacher pay too low, while just 6 percent felt it was too high. And two-thirds said they supported increasing the salaries of public-school teachers even if it meant raising taxes. Backing for teachers cut across demographic, regional and partisan lines. Even a majority of Republicans — 56 percent — said they would favor raising taxes to increase teachers’ pay ... The teacher walkouts began in deep-red states such as West Virginia and Oklahoma, where teacher pay has tended to be lower than in other states, and spread quickly to Kentucky, Arizona, Colorado and North Carolina, racking up a list of concessions from conservative lawmakers. The movement has the potential to influence congressional, gubernatorial and state legislative races, and could catch fire in additional states when the new school year begins.”

-- Nathan Larson, an independent congressional candidate in Virginia, admitted to being a pedophile. HuffPost’s Jesselyn Cook and Andy Campbell report [<https://s2.washingtonpost.com/6afbba/5b114e5bfe1ff64247dccb7...>] : “In a phone call, Larson confirmed that he created the now-defunct websites suiped.org and incelocalypse.today — chat rooms that served as gathering places for pedophiles and violence-minded misogynists like himself. ... On the phone, he was open about his pedophilia and seemingly unfazed about his long odds of attaining government office. ‘A lot of people are tired of political correctness and being constrained by it,’ he said. ‘People prefer when there’s an outsider who doesn’t have anything to lose and is willing to say what’s on a lot of people’s minds.’ When asked whether he’s a pedophile or just writes about pedophilia, he said, ‘It’s a mix of both. When people go over the top there’s a grain of truth to what they say.’”

-- At least eight white nationalists are running for federal office this year, according to the Southern Poverty Law Center. (MSNBC reached out to them. [<https://www.msnbc.com/hallie-jackson/watch/at-least-8-white-...>])

-- The surge in female candidates this midterm season means many women facing off against each other in key contests. Kayla Epstein reports [<https://s2.washingtonpost.com/6afbbb/5b114e5bfe1ff64247dccb7...>] : “Dozens of such contests already have been held that elevate one woman and disappoint another, a reckoning that resumes June 5, when eight states hold primaries. ... Some women running against other women said they found this new dynamic liberating in a cycle where Democrats have made clear at the ballot box that they want to send a woman to Congress, where men still outnumber women 5 to 1. ... [T]he female faceoffs also can force voters to look beyond gender, to the issues.”

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Jared Kushner speaks in the East Room of the White House. (Susan Walsh/AP)

THERE'S A BEAR IN THE WOODS:

-- Rick Gerson, a close friend of Jared Kushner's, has caught Mueller's attention for his proximity to controversial meetings. NBC News's Carol E. Lee and Julia Ainsley report [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dccb7...>] : "Gerson, a hedge-fund manager in New York, was in the Seychelles in January 2017, less than two weeks before [Trump's] inauguration and around the time Trump associate Erik Prince secretly met with Russian and United Arab Emirates officials, including Crown Prince Mohamed bin Zayed al-Nahyan of Abu Dhabi, four [sources] said. While in the remote Indian Ocean island nation, Gerson met with Prince Mohammed — also known by his initials as MBZ — and communicated with a Lebanese-American businessman with close ties to the UAE, George Nader, who had organized the Erik Prince meeting ... Gerson had met Nader just weeks earlier when Trump officials, including Kushner, gathered for a secret meeting with MBZ at a Four Seasons hotel in New York ... "

-- Months before Trump launched a full-scale attack on FBI source Stefan Halper as a "spy" who infiltrated his 2016 campaign, the White House publicly touted him as a supporter of Trump's trade agenda. Politico's Kyle Cheney reports [<https://www.politico.com/story/2018/05/31/stefan-halper-white-house>] : "In a White House press release from August 14, 2017, titled 'Praise for President Donald J. Trump's Memorandum on Chinese Trade Practices,' Halper is a featured voice in support of Trump's call for an investigation of China's theft of intellectual property ... Halper — identified as a professor from the University of Cambridge — issued a glowing assessment of Trump's decision. It's unclear how Halper ... came to be included among the academics and policy experts on the list. But his inclusion on the list came just two weeks after an email exchange with one of the Trump campaign officials he had reportedly contacted in his role as an informant: Carter Page."

-- A Justice Department report revealed Mueller's investigation has cost nearly \$17 million so far. From NPR's Carrie Johnson [<https://s2.washingtonpost.com/6afbbd/5b114e5bfe1ff64247dccb7...>] : "Mueller's team of prosecutors and FBI special agents has spent by far the most money on covering salaries, followed by rent and information technology services, the statement of expenditures says."

-- Trump commented on the cost of Mueller's investigation this morning:

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Michael Cohen (AP Photo/Seth Wenig)

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-- NPR released audio of Michael Cohen's legal threats against political journalist Tim Mak [<https://s2.washingtonpost.com/6afbbf/5b114e5bfe1ff64247dccb7...>] during the 2016 campaign — which were made in an effort to halt his reporting on Trump and Ivana's divorce proceedings. While working at the Daily Beast

in 2015, Mak reported on Ivana Trump's since-retracted rape allegation against her then-husband. Cohen called Mak to try to quash the story, threatening the reporter and making the false claim that spousal rape is not illegal.”

Quote du jour: “Mark my words for it, I will make sure that you and I meet one day over in the courthouse and I will take you for every penny you still don't have, and I will come after your Daily Beast and everybody else that you possibly know,” Cohen said, according to a copy of the transcript. “[So] I'm warning you, tread very [expletive] lightly because what I'm going to do to you is going to be [expletive] disgusting. Do you understand me? Don't think you can hide behind your pen because it's not going to happen.” (Read the full transcript here [\[https://s2.washingtonpost.com/6afbc0/5b114e5bfe1ff64247dccb7...\] .](https://s2.washingtonpost.com/6afbc0/5b114e5bfe1ff64247dccb7...))

-- Stormy Daniels's lawyer sought assistance from top Democratic operatives in his legal fight against Trump. The New York Times's Kenneth P. Vogel reports [\[https://www.nytimes.com/2018/06/01/us/politics/michael-avena...\]](https://www.nytimes.com/2018/06/01/us/politics/michael-avena...) : “[Michael] Avenatti contacted an official in the network of liberal groups led by David Brock, while someone associated with Mr. Avenatti's law firm was in touch with two people connected to major Democratic donors, according to people familiar with the conversations. But the discussions do not appear to have led to any financial help ... Mr. Brock's groups decided not to donate to the efforts because they saw little value in spending money on a legal fight that was largely being waged in the news media, especially given Mr. Avenatti's penchant for attracting press coverage, according to two Democratic political operatives familiar with the discussions. ... The solicitations call into question Mr. Avenatti's insistence that he and Ms. Clifford have never actively sought to raise money from major political donors because ‘we will not allow this to be politicized.’”

SOCIAL MEDIA SPEED READ:

D'Souza reacted to his pardon:

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Bharara responded:

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Sen. Ted Cruz (R-Tex.) applauded Trump's decision:

[IMG \[mobile-expanding\]](#) [\[https://twitter.com/tedcruz/status/1002181080349380608?wpm=...\]](https://twitter.com/tedcruz/status/1002181080349380608?wpm=...)

D'Souza's wife thanked Cruz:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc3/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc3/5b114e5bfe1ff64247dccb7...)

From a former U.S. attorney in Birmingham:

[IMG \[mobile-expanding\]](#) [\[https://s2.washingtonpost.com/6afbc4/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbc4/5b114e5bfe1ff64247dccb7...)

From a constitutional law professor at Harvard:

IMG [mobile-expanding] [<https://twitter.com/tribelaw/status/1002183500005543936?wpm...>]

From the editor at large of the Weekly Standard and a veteran of the Bush 41 White House:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc5/5b114e5bfe1ff64247dcc7...>]

A Wall Street Journal reporter:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc6/5b114e5bfe1ff64247dcc7...>]

From an NBC News reporter:

IMG [mobile-expanding] [<https://twitter.com/BenjySarlin/status/1002189956524183552/?...>]

Here's one example:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc7/5b114e5bfe1ff64247dcc7...>]

From a CNBC reporter:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc8/5b114e5bfe1ff64247dcc7...>]

From a USA Today reporter:

IMG [mobile-expanding] [<https://twitter.com/bradheath/status/1002181265452236801?wpm...>]

From a conservative writer:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbc9/5b114e5bfe1ff64247dcc7...>]

From a CNN commentator who worked in Bill Clinton's White House:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbca/5b114e5bfe1ff64247dcc7...>]

Republican senators criticized Trump's decision on steel tariffs:

IMG [mobile-expanding] [<https://twitter.com/SenToomey/status/1002196408282374150/?wp...>]

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcb/5b114e5bfe1ff64247dccb7...>]

From Politico's Capitol bureau chief:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcc/5b114e5bfe1ff64247dccb7...>]

Hillary Clinton called on the administration to boost its hurricane preparedness:

IMG [mobile-expanding] [<https://twitter.com/hillaryclinton/status/100224808178046156...>]

Rep. Maxine Waters (D-Calif.) went after Rudy Giuliani:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcd/5b114e5bfe1ff64247dccb7...>]

A Post reporter noted this change in Trump's National Ocean Month proclamation:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbce/5b114e5bfe1ff64247dccb7...>]

Donald Trump Jr. claimed a "double standard" after Samantha Bee's comments about Ivanka Trump:

IMG [mobile-expanding] [<https://twitter.com/donaldjtrumpjr/status/100223135987891404...>]

From an NBC News anchor:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbcf/5b114e5bfe1ff64247dccb7...>]

Roseanne Barr appeared to reference the controversy:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd0/5b114e5bfe1ff64247dccb7...>]

From the former chief strategist for George W. Bush's 2004 campaign:

IMG [mobile-expanding] [<https://twitter.com/matthewjdowd/status/1002309669925384193?...>]

A former economic adviser to Bill Clinton and Obama replied to Dowd's tweet:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd1/5b114e5bfe1ff64247dccb7...>]

From a CNN host:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd2/5b114e5bfe1ff64247dccb7...>]

The publisher of the Federalist offered this throwback:

IMG [mobile-expanding] [<https://twitter.com/bdomenech/status/1002272564918484992?wpm...>]

Ivanka Trump highlighted a sweet moment between her father and a young boy at a bill signing:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd3/5b114e5bfe1ff64247dccb7...>]

Meghan McCain returned home as her father battles cancer:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd4/5b114e5bfe1ff64247dccb7...>]

Cindy McCain commented on reports of how unaccompanied migrant children are being handled by the U.S. government:

IMG [mobile-expanding] [<https://twitter.com/cindymccain/status/1002269833747054592/?...>]

Ken Bennett, who is challenging Arizona Gov. Doug Ducey in the Republican gubernatorial primary, tweeted this:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd5/5b114e5bfe1ff64247dccb7...>]

Shooting has begun for “Top Gun 2”:

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbd6/5b114e5bfe1ff64247dccb7...>]

GOOD READS:

-- “How spies can use your cellphone to find you — and eavesdrop on your calls and texts too,
[<http://www.washingtonpost.com/business/technology/how-spies-...>] ” by Craig Timberg: “Surveillance systems

that track the locations of cellphone users and spy on their calls, texts and data streams are being turned against Americans ... Federal officials acknowledged the privacy risk to Americans in a previously undisclosed letter from [DHS] to Sen. Ron Wyden (D-Ore.) last week, saying they had received reports that ‘nefarious actors may have exploited’ global cellular networks ‘to target the communications of American citizens.’ The letter ... described surveillance systems that tap into a global messaging system that allows cellular customers to move from network to network as they travel.”

-- “The reach of Lin-Manuel Miranda [<https://s2.washingtonpost.com/6afbd7/5b114e5bfe1ff64247dccb7...>],” by Peter Marks: “[Lin-Manuel Miranda] comes across as an impeccable prospect for charming the electorate: affable, knowledgeable, photogenic; devoted to family, impossibly in-demand and ridiculously amenable to interacting with his huge fan base. With his ever more aggressive use of the platform he’s been given to promote causes he believes in — like the March for Our Lives and relief for hurricane-pummeled Puerto Rico — the questions about ambitions that might take him far afield of Broadway and Hollywood don’t seem so far-fetched. As he puts it himself: ‘I’m a private citizen with a big megaphone.’ [But Miranda] is begging you. Don’t bug him about running for office.” “Please don’t make me be in politics,” he says. “I’m asked all the time. And I say, ‘Please, no, please, don’t make me, please let me write songs.’ Listen, my dad’s in politics. If you were the butcher’s son, you’d be a little like, ‘I don’t need a steak for dinner,’ you know what I mean? I’m the butcher’s son.”

-- New Yorker, “Marco Rubio’s Reboot for the Trump Era [<https://s2.washingtonpost.com/6afbd8/5b114e5bfe1ff64247dccb7...>],” by Susan B. Glasser: “Rubio is a more interesting senatorial case study than most, especially because he is young enough—he just turned forty-seven this week—to envision a long political future after Trump, and already Rubio has spent much of the time since his devastating 2016 loss thinking about how to retool his message for today’s angrier era of politics. That reboot—The Economist recently called it ‘Marco’s makeover’—suggests how Rubio and other Republican establishment types may soon be trying to woo the unsettled voters who opted for Trumpian disruption over the Party’s old orthodoxies.”

-- New York Times, “‘I Don’t Feel Superhuman. I Feel Like a Mom Who Has a Career,’ [<https://www.nytimes.com/2018/05/31/technology/government-mom...>]” by Cecilia Kang: “For the next several weeks, until Pippa goes to day care as a slightly older baby, she will join [Rebecca] Slaughter on the fifth floor, either in a gray bouncy seat behind a desk or nestled in a wrap attached to her mother’s chest. It was the imperfect but best solution for Ms. Slaughter, whose appointment in March to serve as an F.T.C. commissioner just happened to coincide with the birth of her third child.”

-- The Oregonian, “‘The world is so cruel’: MAX train attack witnesses grieve, heal, rage on anniversary [<https://s2.washingtonpost.com/6afbd9/5b114e5bfe1ff64247dccb7...>],” by Andrew Theen And Shane Dixon Kavanaugh: “One year ago, a brazen attack shook this city to its core. Horror played out aboard a rush hour MAX train as it pulled into the Hollywood Transit Center. It was TriMet’s worst day, and one of Portland’s darkest. The immediate aftermath prompted soul searching from a shaken community. Most of the story is well-known. There were the three strangers brutally stabbed. There were the two teenage girls they sought to shield from one man’s racist rant. There was the suspected killer who had spewed hate before he began to slash. But some 113 people were on the train that day. ... Eleven transit riders or passersby sat down for interviews with The Oregonian/OregonLive about the lasting impacts of the tragedy.”

HOT ON THE LEFT:

“ICE Deports Uncle Of Kids Recently Orphaned After Parents Died Fleeing Immigration Officers,” from HuffPost [<https://s2.washingtonpost.com/6afbd9/5b114e5bfe1ff64247dccb7...>] : “[ICE] detained and quickly deported an undocumented man on Wednesday, leaving behind his four children as well as his six nieces and nephews who were recently orphaned when their parents got into a car crash fleeing ICE. ... On March 13, ICE agents went looking for Hilario Garcia, [an undocumented immigrant with a criminal record], and instead followed another man who fit his description: his brother, [who] was in the car with his wife ... The two sped to get away from ICE, then veered off the road and crashed their car. Both of them died at the scene. The immigrant and farmworker communities in the majority-Latino city were outraged after the deaths ... Some residents said they were afraid of leaving their homes

after what happened.” By the end of the day, ICE had also deported the surviving brother, Hilario Garcia, back to Mexico.

HOT ON THE RIGHT:

“Joy Reid’s Blog Published A Photoshopped Image Of John McCain As The Virginia Tech Shooter,” from BuzzFeed News [<http://www.buzzfeed.com/josephbernstein/joy-reids-blog-publi...>] : “MSNBC host Joy Reid’s now-defunct blog published an image of Sen. John McCain’s head photoshopped onto the body of Virginia Tech shooter Seung-Hui Cho, according to a newly discovered post reviewed by BuzzFeed News. The October 2007 post, titled ‘Baghdad John Strikes Again,’ discusses the infamous claim from McCain, then the GOP presidential nominee, that he would ‘follow Osama bin Laden to the gates of hell.’ The image appears at the end of the post, which was apparently penned by Reid. ... It’s unclear from the post if the photoshopped image was created by Reid, shared by her from another source, or inserted by a hacker. Reverse image searches of the photo on Google and TinEye yielded no previously published matches elsewhere.”

DAYBOOK:

Trump will participate in the U.S. Coast Guard Change-of-Command Ceremony at the service’s headquarters this morning. He will later meet with Mike Pompeo before departing for Camp David.

IMG [mobile-expanding] [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dcc7...>]

Boehner: ‘There is no Republican Party. There’s a Trump party.’

QUOTE OF THE DAY:

“There is no Republican Party. There’s a Trump Party. The Republican Party is kinda taking a nap somewhere.” — Former GOP House speaker John Boehner, speaking at a policy conference in Michigan. (Amber Phillips [<https://s2.washingtonpost.com/6afbdc/5b114e5bfe1ff64247dcc7...>])

NEWS YOU CAN USE IF YOU LIVE IN D.C.:

-- The chance of heavy rainfall continues today and through the weekend in D.C. The Capital Weather Gang forecasts [<https://www.washingtonpost.com/news/capital-weather-gang/wp/...>] : “High temperatures in the upper 80s to low 90s seem possible. Somewhat refreshing (if you try!) southwesterly breezes are possible later in the day, as scattered showers and (strong?) thunderstorms begin to pop. We could see rain as soon as around noon, but

chances increase as we get closer toward sunset. We still have a flood risk as well, so if your neighborhood sees a heavy downpour, please be careful and do not cross anything covered in water.”

-- The Nationals lost to the Braves 4-2, ending Washington’s brief hold atop the National League East standings. (Chelsea Janes [<https://s2.washingtonpost.com/6afb5d/5b114e5bfe1ff64247dccb7...>])

-- A judge denied Democratic gubernatorial candidate Valerie Ervin’s request to block the Maryland State Board of Elections from using the ballots originally printed for this month’s primary. Arelis R. Hernández reports [<https://s2.washingtonpost.com/6afbde/5b114e5bfe1ff64247dccb7...>] : “Judge Laura Sue Kiessling scheduled a hearing for Monday on whether the state must change its ballots to reflect that Ervin has replaced her former running mate, the late Baltimore County executive Kevin Kamenetz, at the top of the ticket.”

-- An SUV stolen from a movie shoot near the Capitol crashed and caught fire while fleeing police, authorities said. Peter Hermann reports [<https://www.washingtonpost.com/local/public-safety/park-poli...>] : “The morning rush-hour pursuit by U.S. Park Police and ensuing crash near Metro Center and the Grand Hyatt Hotel caused delays for motorists. ... The police report says a bystander tried to help the man as he got out of the [GMC] Yukon, but the man hit that person and ran off. Police said they arrested a suspect in the 900 block of F Street NW, near Ford’s Theatre.”

VIDEOS OF THE DAY:

Jimmy Kimmel accepted a basketball challenge from Ted Cruz:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbdf/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbdf/5b114e5bfe1ff64247dccb7...)

Jimmy Kimmel Accepts Ted Cruz’s Challenge

Trevor Noah gave his take on why Trump pardoned D'Souza:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbe0/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbe0/5b114e5bfe1ff64247dccb7...)

Kim Kardashian Goes to the White House & Trump Pardons Dinesh D'Souza | The Daily Show

The Post explained why Kim Kardashian met with Trump at the White House:

[IMG \[mobile-expanding\] \[https://www.washingtonpost.com/video/politics/heres-why-kim-...\]](https://www.washingtonpost.com/video/politics/heres-why-kim-...)

Here’s why Kim Kardashian met with Trump

A retired English teacher sent a letter back to the White House, correcting its grammar:

[IMG \[mobile-expanding\] \[https://s2.washingtonpost.com/6afbe1/5b114e5bfe1ff64247dccb7...\]](https://s2.washingtonpost.com/6afbe1/5b114e5bfe1ff64247dccb7...)

Retired English teacher sends Trump a grammar lesson

New Yorkers gathered for Manhattenhenge, one of two days a year when the setting sun aligns with the city's streets:

From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
Subject: FW: DOL Daily Briefing (5-31-18)
Date: Thursday, May 31, 2018 3:18:32 AM
Attachments: [image002.jpg](#)
[DOL Daily Briefing \(5-31-18\).pdf](#)
[DOL Daily Briefing \(5-31-18\).mobi](#)
[DOL Daily Briefing \(5-31-18\).docx](#)

From: DOL Daily

Sent: Thursday, May 31, 2018 6:17:25 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

Subject: DOL Daily Briefing (5-31-18)

IMG [96]

DOL DAILY BRIEFING

U.S. Department of Labor

By TechMIS

www.techmis.com [<http://www.techmis.com>]

Mobile User Copy [<http://dol.techmis.com/epub/2018/May/31/Target%201>]

TO:

U.S. Department of Labor & Staff

DATE:

Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion [#_Toc515510566]

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz) [#_Toc515510567]

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News) [#_Toc515510568]

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor) [#_Toc515510569]

DOL News Releases [#_Toc515510570]

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [#_Toc515510571]

Employment [#_Toc515510572]

U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post) [#_Toc515510573]

Survey: US businesses add a solid 178,000 jobs in May (Washington Post) [#_Toc515510574]

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch) [#_Toc515510575]

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga) [#_Toc515510576]

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept) [#_Toc515510577]

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now) [#_Toc515510578]

[NC] Job fair to cater to teens (Rocky Mount Telegram) [#_Toc515510579]

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg) [#_Toc515510580]

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend) [#_Toc515510581]

Unemployment [#_Toc515510582]

Businesses brace for a summer with record low unemployment (San Antonio Express-News) [#_Toc515510583]

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public) [#_Toc515510584]

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal) [#_Toc515510585]

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter) [#_Toc515510586]

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City) [#_Toc515510587]

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire) [#_Toc515510588]

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)

[#_Toc515510589]

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[#_Toc515510590]

Apprenticeship [#_Toc515510591]

Congress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[#_Toc515510592]

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC) [#_Toc515510593]

[MA] Boston program would help EMT recruits (Boston Herald) [#_Toc515510594]

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [#_Toc515510595]

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey)
[#_Toc515510596]

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [#_Toc515510597]

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [#_Toc515510598]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [#_Toc515510599]

Labor [#_Toc515510600]

Trump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [#_Toc515510601]

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [#_Toc515510602]

Recruiting the Next Generation of Welders (HPAC) [#_Toc515510603]

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [#_Toc515510604]

Striking a new bargain: Better jobs for more Americans (MinnPost) [#_Toc515510605]

Quitting your job is the new workplace rage (Whittier Daily News) [#_Toc515510606]

Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows (The Oklahoman)
[#_Toc515510607]

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald) [#_Toc515510608]

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive) [#_Toc515510609]

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [#_Toc515510610]

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American) [#_Toc515510611]

[PA] Colleges adapting studies to workforce needs (New Castle News) [#_Toc515510612]

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer) [#_Toc515510613]

[NC] Career Center aids with skills, finding job (Robesonian) [#_Toc515510614]

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch) [#_Toc515510615]

[MI] Retooling Michigan's workforce (Detroit News) [#_Toc515510616]

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber) [#_Toc515510617]

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [#_Toc515510618]

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal) [#_Toc515510619]

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge (Washington Post) [#_Toc515510620]

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [#_Toc515510621]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [#_Toc515510622]

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [#_Toc515510623]

Child Labor [#_Toc515510624]

[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [#_Toc515510625]

Immigration [#_Toc515510626]

These Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post) [#_Toc515510627]

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek) [#_Toc515510628]

Trump needs to fire these two people now to fix immigration (Washington Examiner) [#_Toc515510629]

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart) [#_Toc515510630]

AmericanHort welcomes H-2A improvement initiative (HortiDaily) [#_Toc515510631]

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review) [#_Toc515510632]

Work continues to improve H-2A visa program (High Plains Journal) [#_Toc515510633]

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole) [#_Toc515510634]

[MA] H-2B program leaves Island employers shorthanded (Martha's Vineyard Times) [#_Toc515510635]

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [#_Toc515510636]

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360) [#_Toc515510637]

Working Women [#_Toc515510638]

The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress)

[#_Toc515510639]

Wages & Compensation [#_Toc515510640]

Walmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times) [#_Toc515510641]

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal) [#_Toc515510642]

Walmart announces new college education program for employees (The Hill) [#_Toc515510643]

Walmart unveils a new employee perk: College tuition (CNBC) [#_Toc515510644]

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC) [#_Toc515510645]

Walmart's perk for workers: Go to college for \$1 a day (CNN) [#_Toc515510646]

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic) [#_Toc515510647]

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle) [#_Toc515510648]

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate) [#_Toc515510649]

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [#_Toc515510650]

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business) [#_Toc515510651]

Finally giving the middle class the pay raise they deserve (Boston Globe) [#_Toc515510652]

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [#_Toc515510653]

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [#_Toc515510654]

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits) [#_Toc515510655]

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [#_Toc515510656]

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [#_Toc515510657]

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [#_Toc515510658]

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News) [#_Toc515510659]

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press) [#_Toc515510660]

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report) [#_Toc515510661]

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington Daily News) [#_Toc515510662]

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal) [#_Toc515510663]

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart) [#_Toc515510664]

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News) [#_Toc515510665]

Minimum Wage [#_Toc515510666]

Another side effect of higher minimum wages: Lower health-care benefits (Washington Post) [#_Toc515510667]

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post) [#_Toc515510668]

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian) [#_Toc515510669]

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel) [#_Toc515510670]

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network) [#_Toc515510671]

Overtime [#_Toc515510672]

[CA] Are You Correctly Calculating Overtime? (National Law Review) [#_Toc515510673]

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [#_Toc515510674]

Paid Leave [#_Toc515510675]

[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [#_Toc515510676]

Worker’s Compensation [#_Toc515510677]

[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [#_Toc515510678]

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal) [#_Toc515510679]

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers’ Compensation Benefits? (Lexology) [#_Toc515510680]

Employee Misclassification [#_Toc515510681]

Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [#_Toc515510682]

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News) [#_Toc515510683]

Wage Violations [#_Toc515510684]

[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle) [#_Toc515510685]

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions) [#_Toc515510686]

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic) [#_Toc515510687]

Worker Safety [#_Toc515510688]

Safety commission drills down on OSHA’s general duty clause (Business Insurance) [#_Toc515510689]

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk &Insurance) [#_Toc515510690]

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice) [#_Toc515510691]

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune) [#_Toc515510692]

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte) [#_Toc515510693]

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer) [#_Toc515510694]

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [#_Toc515510695]

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [#_Toc515510696]

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [#_Toc515510697]

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [#_Toc515510698]

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [#_Toc515510699]

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [#_Toc515510700]

Veteran [#_Toc515510701]

[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [#_Toc515510702]

[UT] Setting the bar for helping Utah veterans find work (Deseret News) [#_Toc515510703]

Union [#_Toc515510704]

Public-sector unions anticipate a loss before the Supreme Court (The Hill) [#_Toc515510705]

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg) [#_Toc515510706]

In rare maneuver, pilots eject Teamsters (Washington Examiner) [#_Toc515510707]

More secure jobs, bigger paychecks (Columbia Journalism Review) [#_Toc515510708]

Why Do Workers Strike? (Jacobin) [#_Toc515510709]

Before It All Melts Away (Labor Notes) [#_Toc515510710]

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [#_Toc515510711]

Laborers say union uses English literacy test to rig elections (New York Post) [#_Toc515510712]

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel) [#_Toc515510713]

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker's Hospital Review)

[#_Toc515510714]

[VA] Tech contractor agrees to halt anti-union activities (Federal Times) [#_Toc515510715]

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [#_Toc515510716]

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [#_Toc515510717]

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [#_Toc515510718]

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus) [#_Toc515510719]

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun) [#_Toc515510720]

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)
[#_Toc515510721]

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)
[#_Toc515510722]

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal) [#_Toc515510723]

Disability [#_Toc515510724]

Businesses seek to expand opportunities for disabled workers (Washington Post) [#_Toc515510725]

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger) [#_Toc515510726]

Why Disability Insurance Matters (Human Resources Executive) [#_Toc515510727]

Law & Compliance [#_Toc515510728]

Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [#_Toc515510729]

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [#_Toc515510730]

Five Workplace Challenges for Employers in Changing Times (JD Supra) [#_Toc515510731]

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [#_Toc515510732]

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes)
[#_Toc515510733]

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo) [#_Toc515510734]

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say
(Northern California Record) [#_Toc515510735]

Family and Medical Leave [#_Toc515510736]

An Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review)
[#_Toc515510737]

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[#_Toc515510738]

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360) [#_Toc515510739]

Retirement [#_Toc515510740]

Can the Fiduciary Rule Be Saved? (Investopedia) [#_Toc515510741]

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch) [#_Toc515510742]

What Happens if We All Run Out of Money for Retirement? (US News & World Report) [#_Toc515510743]

Social Security: Past, Present And Future (Forbes) [#_Toc515510744]

How Technology Is Disrupting Retirement Planning (The Street) [#_Toc515510745]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [#_Toc515510746]

Is The World Ready For Retirement? (Wealth Advisor) [#_Toc515510747]

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist) [#_Toc515510748]

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal) [#_Toc515510749]

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media) [#_Toc515510750]

Trade [#_Toc515510751]

U.S. farmers dazed by Trump trade drama (Politico) [#_Toc515510752]

US firms upbeat despite trade uncertainties: Fed (Breitbart) [#_Toc515510753]

[TX] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on (Valdosta Daily Times) [#_Toc515510754]

National [#_Toc515510755]

Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' (Wall Street Journal) [#_Toc515510756]

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg) [#_Toc515510757]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers (MaineBiz)
<http://www.mainebiz.biz/article/20180530/NEWS01/180539998>

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting

them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

Maine company's efforts to narrow skills gap earns praise from Acosta, Collins (Bangor Daily News)
[\[http://bangordailynews.com/2018/05/29/business/maine-company...\]](http://bangordailynews.com/2018/05/29/business/maine-company...)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

Cianbro training institute touted as way to attract, retain workers (WFVX-TV Fox 22 Bangor)
[\[https://www.foxbangor.com/news/item/27687-cianbro-training-i...\]](https://www.foxbangor.com/news/item/27687-cianbro-training-i...)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

U.S. Department Of Labor Seeks \$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company (Department of Labor) [\[https://www.dol.gov/newsroom/releases/whd/whd20180530\]](https://www.dol.gov/newsroom/releases/whd/whd20180530)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards

Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

“The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field,” said David King, Wage and Hour District Director in Minneapolis. “Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act.”

EmploymentU.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show (Washington Post)
[\[https://www.washingtonpost.com/business/on-small-business/us...\]](https://www.washingtonpost.com/business/on-small-business/us...)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP’s payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist’s View: “Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions,” Mark Zandi, chief economist of Moody’s Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody’s produces the figures with ADP. “Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem.”

Survey: US businesses add a solid 178,000 jobs in May (Washington Post)
[\[https://www.washingtonpost.com/business/survey-us-businesses...\]](https://www.washingtonpost.com/business/survey-us-businesses...)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can’t find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday’s jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

U.S. jobs growth continues in May as labor market tightens, ADP says (MarketWatch)
[\[https://www.marketwatch.com/story/us-jobs-growth-continues-i...\]](https://www.marketwatch.com/story/us-jobs-growth-continues-i...)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April’s figure, meanwhile, was revised downward by 41,000 to 163,000, and March’s level was downwardly revised as well. The figures come in advance of Friday’s report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000

employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...\]](https://www.benzinga.com/pressreleases/18/05/r11795681/adp-n-...)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill (The Intercept)
[\[https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...\]](https://theintercept.com/2018/05/30/job-guarantee-bill-ro-kh...)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[VA] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros (Loudoun Now)
[\[http://loudounnow.com/2018/05/30/staffing-data-center-alley-...\]](http://loudounnow.com/2018/05/30/staffing-data-center-alley-...)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[NC] Job fair to cater to teens (Rocky Mount Telegram)

[<http://www.rockymounttelegram.com/News/2018/05/31/Job-fair-t...>]

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take place this year from June 25 to 29 at the Nash County Agriculture Center.

[KY] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs (WSCH-FM 99.3 Lawrenceburg)
[<https://www.eaglecountryonline.com/news/local-news/amazon-su...>]

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[IN] SF Motors to invest \$160M, create 400+ jobs in Mishawaka (WNDU-TV NBC 16 South Bend)
[<http://www.wndu.com/content/news/SF-Motors-to-invest-160M-cr...>]

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

UnemploymentBusinesses brace for a summer with record low unemployment (San Antonio Express-News)
[<https://www.mysanantonio.com/sponsoredarticles/business/busi...>]

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[ME] Feds: Unemployment Rates Remain Low In Maine Urban Areas (Maine Public)
[\[http://mainepublic.org/post/feds-unemployment-rates-remain-l...\]](http://mainepublic.org/post/feds-unemployment-rates-remain-l...)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[CT] Meriden man charged with fraudulently collecting unemployment benefits (Meriden Record-Journal)
[\[http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...\]](http://www.myrecordjournal.com/News/Meriden/Meriden-News/Mer...)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[NJ] N.J.'s oldest nuclear plant is closing, begins booting workers (Warren Reporter)
[\[http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...\]](http://www.nj.com/news/index.ssf/2018/05/first_workers_leavi...)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[NJ] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears (Press of Atlantic City)
[\[http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...\]](http://www.pressofatlanticcity.com/news/breaking/exelon-cuts...)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the

course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[NC] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...\]](https://www.wraltechwire.com/2018/05/30/layoffs-hit-600-at-3...)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs "may be permanent or temporary." The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[TX] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs (San Antonio Current)
[\[https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...\]](https://www.sacurrent.com/the-daily/archives/2018/05/30/hear...)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[CA] San Leandro mattress plant closing as Serta Simmons lays off 150 workers (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Serta-Simmons-l...\]](https://www.sfchronicle.com/business/article/Serta-Simmons-l...)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. "As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants," the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a

letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

ApprenticeshipCongress mulls lowering age requirement for truck drivers to prevent national shortage (Fox News)
[<http://www.foxnews.com/politics/2018/05/30/congress-mulls-lo...>]

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

How Machinist Apprenticeship Programs Can Help the Skills Gap (MSC)
[<https://www.mscdirect.com/betterMRO/metalworking/how-machini...>]

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[MA] Boston program would help EMT recruits (Boston Herald)
[http://www.bostonherald.com/news/local_coverage/2018/05/bost...]

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years,

and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[NY] NY to give \$3M for state's workforce needs (Long Island Business News) [<https://libn.com/2018/05/30/ny-to-give-3m-for-states-workfor...>]

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[NJ] Apprenticeships combine work and education with goal of employment (My Central Jersey) [<https://www.mycentraljersey.com/story/news/local/outreach/ca...>]

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[FL] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/g11800198/comme...>]

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[MN] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship (WCCO-TV CBS 4 Minneapolis) [<http://minnesota.cbslocal.com/2018/05/30/twin-cities-teens-u...>]

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[CA] State charts record number of apprentices on the job (Agoura Hills Acorn) [<https://www.theacorn.com/articles/state-charts-record-number...>]

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

LaborTrump: 'My two Alexes' have 'phenomenal plans' coming soon (Politico) [<https://www.politico.com/newsletters/politico-pulse/2018/05/...>]

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring (CNBC) [<https://www.cnbc.com/2018/05/30/silicon-valley-is-stumped-ev...>]

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and

human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

Recruiting the Next Generation of Welders (HPAC) [<http://www.hpac.com/training/recruiting-next-generation-weld...>]

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure – buildings, bridges and highways. Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? "It's a two-pronged approach," explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. "One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose."

Medicaid work requirements would worsen South's health care crisis (Louisiana Weekly) [<http://www.louisianaweekly.com/medicaid-work-requirements-wo...>]

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother's Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don't have insurance and thus lack access to health care. It's a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

Striking a new bargain: Better jobs for more Americans (MinnPost) [<https://www.minnpost.com/community-voices/2018/05/striking-n...>]

(5/30/2018 8:00 AM, Mark L.J. Wright)

"The best anti-poverty program is a job," goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed's Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their

worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

Quitting your job is the new workplace rage (Whittier Daily News)

[\[https://www.whittierdailynews.com/2018/05/30/quitting-your-j...\]](https://www.whittierdailynews.com/2018/05/30/quitting-your-j...)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year’s first three months. That’s up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It’s also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018’s first three months — up 21 percent in a year and up 123 percent since 2010. “Help wanted” in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

Trade Talk: Nearly 1 in 4 workers can’t afford summer vacations, survey shows (The Oklahoman)

[\[https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...\]](https://newsok.com/article/5596233/trade-talk-nearly-1-in-4-...)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That’s according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can’t afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they’re too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they’ll use all of their allotted time off this year. Twenty-six percent guess they’ll use a quarter of their days or fewer, while 13 percent doubt they’ll take any paid vacation days.

[ME] State to offer subsidies in plan to encourage teen workers (Portland Press Herald)

[\[https://www.pressherald.com/2018/05/30/state-to-offer-subsid...\]](https://www.pressherald.com/2018/05/30/state-to-offer-subsid...)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state’s seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[MA] Chicopee students receive job training in Westover Job Corps partnership (MassLive)
[\[http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...\]](http://www.masslive.com/news/index.ssf/2018/05/chicopee_stud...)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician after that and plans to head to college part-time in the fall.

[NY] New York will spend millions on advanced manufacturing, health care workforce programs (Albany Business Review) [\[https://www.bizjournals.com/albany/news/2018/05/30/new-york-...\]](https://www.bizjournals.com/albany/news/2018/05/30/new-york-...)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[PA] Larger labor force produces higher jobless rate for county (Somerset Daily American)
[\[https://www.dailymmerican.com/news/local/somerset/inbrief/la...\]](https://www.dailymmerican.com/news/local/somerset/inbrief/la...)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[PA] Colleges adapting studies to workforce needs (New Castle News)
[\[http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...\]](http://www.ncnewsonline.com/news/lifestyles/colleges-adaptin...)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[DC] Barry Summer - Job Program Helps D.C. in Top Places Rankings (Washington Informer)
[\[http://washingtoninformer.com/barry-summer-job-program-helps...\]](http://washingtoninformer.com/barry-summer-job-program-helps...)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182 cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[NC] Career Center aids with skills, finding job (Robesonian) [\[https://www.robesonian.com/opinion/111653/career-center-aids...\]](https://www.robesonian.com/opinion/111653/career-center-aids...)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[NC] Sen. Burr's aide visits Kittrell Job Corps (Henderson Dispatch)
[\[http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...\]](http://www.hendersondispatch.com/features/sen-burr-s-aide-vi...)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on

April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[MI] Retooling Michigan's workforce (Detroit News)
[\[https://www.detroitnews.com/story/opinion/2018/05/31/retooli...\]](https://www.detroitnews.com/story/opinion/2018/05/31/retooli...)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganians warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[MI] Training Michigan's Future Workforce: With Disruption Comes Opportunity (Detroit Regional Chamber)
[\[http://www.detroitchamber.com/training-michigans-future-work...\]](http://www.detroitchamber.com/training-michigans-future-work...)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[IL] Police: Joliet Job Corps student threatens school worker (Joliet Herald-News) [\[http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...\]](http://www.theherald-news.com/2018/05/30/police-joliet-job-c-...)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he

reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[NE] Rural America Has Jobs. Now It Just Needs Housing (Wall Street Journal)

[<https://www.wsj.com/articles/scarcity-of-housing-in-rural-am...>]

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[KS] Human trafficking victim, forced to work 10 years for no pay, awarded \$8 million by federal judge

(Washington Post) [<https://www.washingtonpost.com/news/true-crime/wp/2018/05/30...>]

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[TX] Stolen Youth: Modern-Day Slavery in Texas (Texas Monthly) [<https://www.texasmonthly.com/articles/choir-boys-modern-day-...>]

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[TX] Wolff announces military transition partnership with North Chamber in State of the County speech (San Antonio Express-News) [<https://www.expressnews.com/news/local/politics/article/Wolff...>]

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[CO] Some Coloradans' landscaping will have to wait because of an immigration policy decision (KUSA-TV NBC 9 Denver) [<https://www.9news.com/article/news/local/next/some-coloradan...>]

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor[NJ] Three Union County McDonald's fined for child labor violations (Union News Daily) [<https://unionnewsdaily.com/headline-news/38755>]

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16

minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

ImmigrationThese Indian Women's Lives Are Frozen By American Immigration Laws (Huffington Post)

[<https://www.huffingtonpost.com/entry/these-indian-womens-liv...>]

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year (Newsweek)

[<http://www.newsweek.com/trump-administrations-h-1b-visa-frau...>]

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

Trump needs to fire these two people now to fix immigration (Washington Examiner)

[<https://www.washingtonexaminer.com/opinion/trump-needs-to-fi...>]

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers (Breitbart)

[<http://www.breitbart.com/immigration/2018/05/30/asylum-looph...>]

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

AmericanHort welcomes H-2A improvement initiative (HortiDaily)
[<http://www.hortidaily.com/article/43625/AmericanHort-welcome...>]

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

Insights: How to Prepare for Rescission of H-4 Employment Program (National Law Review)
[<https://www.natlawreview.com/article/insights-how-to-prepare...>]

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

Work continues to improve H-2A visa program (High Plains Journal) [<http://www.hpj.com/general/work-continues-to-improve-h--a-vi...>]

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the

audience that his commitment to our farmers has been clear since the day his Administration began: “From that day on, we have been working every day to deliver for America’s farmers just as they work every single day to deliver for us.” In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program’s strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers’ use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[MA] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers (WCAI-FM 90.1 Woods Hole)
[\[http://capeandislands.org/post/cape-businesses-consider-puer...\]](http://capeandislands.org/post/cape-businesses-consider-puer...)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we’ve invested in heavily in the past, and this year we just weren’t able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei’s were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[MA] H-2B program leaves Island employers shorthanded (Martha’s Vineyard Times)
[\[http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...\]](http://www.mvtimes.com/2018/05/30/h-2b-program-leaves-island...)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha’s Vineyard. “It’s inadequate,” Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. “That number has been determined by the Department of Labor,” Keating said. “It’s not arbitrary.”

[MD] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws (WBOC-TV 16 Salisbury) [\[http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...\]](http://www.wboc.com/story/38311225/rep-andy-harris-seeks-sol...)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy’s Seafood in Woolford on Wednesday afternoon to discuss issues local

seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[KY] Tobacco Farm Owner Debarred From H-2A Visa Program (Law360)
[\[https://www.law360.com/foodbeverage/articles/1048420\]](https://www.law360.com/foodbeverage/articles/1048420)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working WomenThe State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release (Center for American Progress) [\[https://www.americanprogress.org/issues/economy/news/2018/05...\]](https://www.americanprogress.org/issues/economy/news/2018/05...)

(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew &Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the “motherhood wage penalty,” in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & CompensationWalmart Says It Will Pay for Its Workers to Earn College Degrees (New York Times)
[\[https://www.nytimes.com/2018/05/30/business/walmart-college-...\]](https://www.nytimes.com/2018/05/30/business/walmart-college-...)

(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and

their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. “We feel like this is another step forward in investing in our associates,” said Julie Murphy, an executive vice president in Walmart’s United States operation.

Walmart to Pay Certain College Costs for U.S. Store Workers (Wall Street Journal)
[<https://www.wsj.com/articles/walmart-to-pay-college-costs-fo...>]

(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country’s largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and business, perhaps adding other degrees in the future. “A lot of employers that have done this have seen an uptick in their application flow,” Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. “At the end of the day it’s going to increase our associate base” and increase retention, he said.

Walmart announces new college education program for employees (The Hill) [<http://thehill.com/blogs/blog-briefing-room/389893-walmart-a...>]

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country’s largest private employer, will offer its employees a chance to earn associate’s and bachelor’s degrees. Walmart and Sam’s Club’s 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

Walmart unveils a new employee perk: College tuition (CNBC) [<https://www.cnbc.com/2018/05/30/walmart-unveils-a-new-employ...>]

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation’s biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who’ve yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

Walmart will pay for its 1.4 million U.S. workers to go to college (CNBC)
[<https://www.cnbc.com/2018/05/30/walmart-will-pay-for-its-1-p...>]

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

Walmart's perk for workers: Go to college for \$1 a day (CNN)
[\[http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...\]](http://money.cnn.com/2018/05/30/pf/college/walmart-tuition-b...)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

Why Walmart Is Paying for Its Employees to Go to College (The Atlantic)
[\[https://www.theatlantic.com/education/archive/2018/05/why-wa...\]](https://www.theatlantic.com/education/archive/2018/05/why-wa...)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

Walmart offers free tuition to U.S. workforce (San Francisco Chronicle)
[\[https://www.sfchronicle.com/business/article/Walmart-offers-...\]](https://www.sfchronicle.com/business/article/Walmart-offers-...)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

Why We're Offering Associates a Path to Debt-Free College (Walmart Corporate)

[<https://blog.walmart.com/opportunity/20180530/why-were-offer...>]

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards (Economic Policy Institute) [<https://www.epi.org/blog/what-to-watch-on-jobs-day-signs-of-...>]

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those "actively" looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

Companies hiking wages amid shortage of truck drivers, carpenters (Fox Business)

[<https://www.foxbusiness.com/markets/companies-hiking-wages-a...>]

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

Finally giving the middle class the pay raise they deserve (Boston Globe)
[<http://www.bostonglobe.com/opinion/2018/05/30/finally-giving...>]

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting "Stocks finish at record highs" and "S&P 500 has best start to a year." There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

Fighting Back Against Mom's Wage Gap (Jewish Woman Magazine) [<https://www.jwi.org/articles/momsequalpay>]

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[MA] AG fines firms for ducking prevailing wage (Bay State Banner) [<http://npaper-wehaa.com/baystatebanner/2018/05/31/>]

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[NY] Workers Divided on the Proposed Change to the Tipped Wage (City Limits)

[<https://citylimits.org/2018/05/30/not-all-workers-welcome-th...>]

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[NY] Schenectady Carpenters Picket for Prevailing Wage (Labor Press) [<http://laborpress.org/schenectady-carpenters-picket-for-prev...>]

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23, charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[MD] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns (Baltimore Sun) [<http://www.baltimoresun.com/business/bs-bz-summer-internship...>]

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[KY] Farmer disciplined for failing to pay foreign workers (Lexington Herald-Leader) [<http://www.kentucky.com/news/state/kentucky/article212244004...>]

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[MI] Court denies challenge to prevailing wage repeal petition (Detroit News)
[\[https://www.detroitnews.com/story/news/local/michigan/2018/0...\]](https://www.detroitnews.com/story/news/local/michigan/2018/0...)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[MI] Michigan Supreme Court gives boost to prevailing wage bill (Detroit Free Press)
[\[https://www.freep.com/story/news/local/michigan/2018/05/30/p...\]](https://www.freep.com/story/news/local/michigan/2018/05/30/p...)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[MI] Prevailing Wage Bill to Proceed After Court Declines Appeal (US News & World Report)
[\[https://www.usnews.com/news/best-states/michigan/articles/20...\]](https://www.usnews.com/news/best-states/michigan/articles/20...)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[MI] University of Michigan lecturers continue push for increased salaries as contract ready to expire (Ludington

Daily News) [<http://www.shorelinemedia.net/news/state/university-of-michi...>]

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[MN] Surly tip-pooling settlement has a ripple effect (Southwest Journal)
[<http://www.southwestjournal.com/news/2018/05/surly-tip-pooli...>]

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[CA] Trump's Tight Labor Market Secures \$18 Wages for Chick-fil-A Workers (Breitbart)
[<http://www.breitbart.com/big-government/2018/05/30/trumps-ti...>]

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[AK] Trump order relieves Alaska outdoor outfitters from Obama wage requirements (Anchorage Daily News)
[<https://www.adn.com/politics/2018/05/30/trump-order-relieves...>]

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new

directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage Another side effect of higher minimum wages: Lower health-care benefits (Washington Post)
[\[https://www.washingtonpost.com/amphtml/news/on-small-business...\]](https://www.washingtonpost.com/amphtml/news/on-small-business...)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees' health-care benefits to cover those added costs.

[DC] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated (Washington Post)
[\[https://www.washingtonpost.com/local/dc-politics/should-dc-r...\]](https://www.washingtonpost.com/local/dc-politics/should-dc-r...)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city's June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation's capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker's tips don't add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[NC] North Carolina activists pick next battle after \$15 minimum wage win (The Guardian)
[\[https://www.theguardian.com/us-news/2018/may/31/greensboro-n...\]](https://www.theguardian.com/us-news/2018/may/31/greensboro-n...)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the

North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state's political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[FL] Floridians find minimum wage too low, study finds (Orlando Sentinel)

<http://www.orlandosentinel.com/business/consumer/os-bz-flori...>

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians' 21-cent difference between their guess of \$8.46 and the state's minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents' average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what's needed here: Credit Loan's study also looked at Florida's living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants' responses 24 cents higher than MIT's living wage, which looks at "minimum standards given the local cost of living." Credit Loan said its study results in general might slightly skew toward those of minimum-wage workers.

[IL] Illinois lawmakers pass \$40,000 minimum wage requirement for teachers (Illinois News Network)

<https://www.ilnews.org/news/schools/illinois-lawmakers-pass-...>

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime[CA] Are You Correctly Calculating Overtime? (National Law Review)

<https://www.natlawreview.com/article/are-you-correctly-calcu...>

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those

employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in Alvarado was whether the “the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked.”

[CA] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages (Northern California Record) [<https://norcalrecord.com/stories/511433015-former-employee-f...>]

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave[NY] New NYC Sick Leave Law Expands Usage for Persons ‘Equivalent of Family’ and Safe Leave (National Law Review) [<https://www.natlawreview.com/article/new-nyc-sick-leave-law-...>]

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker’s Compensation[NY] Buffalo Woman With Internet Retail Operation Sentenced For Over \$48,000 Workers’ Compensation Fraud (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29548]

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers’ Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers’ Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[NY] New York Board Proposes 11.7% Decrease in Workers’ Comp Rates (Insurance Journal)

[<https://www.insurancejournal.com/news/east/2018/05/30/490533...>]

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[MI] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? (Lexology)
[<https://www.lexology.com/library/detail.aspx?g=535a3ed3-1e0a...>]

(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[CA] Uber, Lyft subpoenaed by San Francisco on driver wages, classification (San Jose Mercury News)
[<https://www.mercurynews.com/2018/05/30/uber-lyft-subpoenaed-...>]

(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity." "We don't know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas," Herrera said in a statement Tuesday. "We are going to ensure that these companies comply with the Supreme Court's ruling and with San Francisco's laws." Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations[CA] Contractor Reaches \$62K Settlement Over Unpaid Overtime (San Francisco Chronicle)
[<https://www.sfgate.com/news/bayarea/article/Contractor-Reach...>]

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. "Employees depend on receiving all the wages they have rightfully earned," Patricia Canites, an assistant district director for the U.S. Department of Labor, said. "Wage violations can be avoided when employers understand the rules," Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they're encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[CA] Off the Clock Work Violated Labor Laws, Claims Equinox Employee (Top Class Actions)
[<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as "non-exempt" from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[CA] Fairfield company to pay \$16K for Labor Act violations (Fairfield Daily Republic)
[<https://www.dailyrepublic.com/all-dr-news/solano-news/fairfi...>]

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal agency reported.

Worker SafetySafety commission drills down on OSHA’s general duty clause (Business Insurance)
[<http://www.businessinsurance.com/article/20180530/NEWS08/912...>]

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration’s perceived overuse of the Occupational Safety and Health Act’s general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA’s use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA’s reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act’s general duty clause requires employers to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.” To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

How the Internet of Things Can Help Solve Construction’s Safety Challenges (Risk & Insurance)
[<http://riskandinsurance.com/how-internet-of-things-can-help-...>]

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction’s safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what’s happening at the jobsite with their contractors.

Triax’s cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system’s central dashboard to identify the worker’s floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety (Software Advice)
[<https://www.softwareadvice.com/resources/technology-to-impro...>]

(5/30/2018 1:55 PM, Eileen O’Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016- nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[PA] Man dies in pressroom accident at Pennsylvania newspaper (Minneapolis/St. Paul Star-Tribune)
[<http://www.startribune.com/man-dies-in-pressroom-accident-at...>]

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[NC] Charlotte labor leaders demand justice after construction worker dies on the job (WBTV-TV CBS 3 Charlotte)
[<http://www.wbtv.com/story/38307780/charlotte-labor-leaders-d...>]

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[NC] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river (Charlotte Observer)
[<http://www.charlotteobserver.com/news/local/article212183394...>]

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[SC] Workers transported to hospital after collapse at new construction site in Mauldin (WFXG-TV Fox 54 Augusta) [<http://www.wfxg.com/story/38310400/sgt-workers-transported-t...>]

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[TN] Man dies after being pinned under fallen tree in Dunlap Tuesday updated (WTVC-TV Fox Chattanooga) [<http://foxchattanooga.com/news/local/man-dies-after-being-pi...>]

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[FL] Two injured as crane collapses into homes in Lauderhill (Fort Lauderdale Sun-Sentinel) [<http://www.sun-sentinel.com/local/broward/lauderhill/fl-sb-1...>]

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[NE] Authorities worry damaged grain elevator may collapse (Sioux City Journal) [<http://siouxcityjournal.com/news/local/authorities-worry-dam...>]

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[AK] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance (Alaska Business Monthly) [<http://www.akbizmag.com/Government/Alaska-Finalizes-Regulati...>]

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[HI] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29549]

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran[WV] Company preparing to hire Veterans for life saving product (WVVA-TV NBC Bluefield) [<http://www.wvva.com/story/38311717/2018/05/Wednesday/company...>]

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies

someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[UT] Setting the bar for helping Utah veterans find work (Deseret News)
[\[https://www.deseretnews.com/article/900019960/in-our-opinion...\]](https://www.deseretnews.com/article/900019960/in-our-opinion...)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans' assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

UnionPublic-sector unions anticipate a loss before the Supreme Court (The Hill) [\[http://thehill.com/opinion/civil-rights/389954-public-sector...\]](http://thehill.com/opinion/civil-rights/389954-public-sector...)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [Lochner v. New York]," where the court overturned a law placing a daily and weekly hour limit on bakers.

Federal Workers Sue Trump Over Order Capping Union Time (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/governmen...\]](https://www.bloomberg.com/news/articles/2018-05-30/governmen...)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in

Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee unions, moves conservatives see as helpful in shrinking government and undermining political foes.

In rare maneuver, pilots eject Teamsters (Washington Examiner) [<https://www.washingtonexaminer.com/policy/economy/in-rare-ma...>]

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

More secure jobs, bigger paychecks (Columbia Journalism Review) [https://www.cjr.org/special_report/media-unions-history.php/...]

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

Why Do Workers Strike? (Jacobin) [<https://www.jacobinmag.com/2018/05/no-strike-pledge-world-wa...>]

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

Before It All Melts Away (Labor Notes) [<http://labornotes.org/blogs/2018/05/it-all-melts-away>]

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall (Medium) [<https://medium.com/@The74/predicting-the-next-wave-of-teache...>]

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

Laborers say union uses English literacy test to rig elections (New York Post) [<https://nypost.com/2018/05/30/laborers-say-union-uses-englis...>]

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution

and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[NH] Keene teachers union files labor complaint with state board (Keene Sentinel)

[\[http://www.sentinelsource.com/news/local/keene-teachers-unio...\]](http://www.sentinelsource.com/news/local/keene-teachers-unio...)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[NJ] New Jersey hospital nurses bring in federal mediator after authorizing strike (Becker’s Hospital Review)

[\[https://www.beckershospitalreview.com/human-capital-and-risk...\]](https://www.beckershospitalreview.com/human-capital-and-risk...)

(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAAE Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[VA] Tech contractor agrees to halt anti-union activities (Federal Times)

[\[https://www.federaltimes.com/govcon/contracting/2018/05/30/t...\]](https://www.federaltimes.com/govcon/contracting/2018/05/30/t...)

(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[SC] Big Labor's Back Door Into Boeing (Wall Street Journal) [<https://www.wsj.com/articles/big-labors-back-door-into-boein...>]

(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That's the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there's good reason for bad blood between most workers in North Charleston and the union. Acting at the behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[SC] Boeing workers should say 'no' to IAM union (Charleston Post & Courier) [<https://www.postandcourier.com/opinion/editorials/boeing-wor...>]

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[NV] Vegas Casino Workers Stand Up Against Harassment (Meetings Focus) [<https://www.meetingstoday.com/newsevents/industrynews/indust...>]

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety

protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] One-Month Vegas Strike Could Cost Caesars, MGM \$300M (Meetings Focus)

[\[https://www.meetingstoday.com/newsevents/industrynews/indust...\]](https://www.meetingstoday.com/newsevents/industrynews/indust...)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[NV] Union: Strike would cost casinos over \$300 million in first month (Las Vegas Sun)

[\[https://lasvegassun.com/news/2018/may/30/union-strike-would-...\]](https://lasvegassun.com/news/2018/may/30/union-strike-would-...)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[NV] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars (Fox News)

[\[http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...\]](http://www.foxnews.com/us/2018/05/30/strike-deadline-looms-a...)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[NV] Union: Las Vegas casinos could lose \$10 million a day during strike (Pittsburgh Tribune-Review)

[\[http://triblive.com/business/headlines/13706378-74/union-las...\]](http://triblive.com/business/headlines/13706378-74/union-las...)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10

million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can “resolve the outstanding contract issues.”

[NV] Las Vegas casinos, union negotiating pay raises for workers (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/las-ve...\]](https://www.reviewjournal.com/business/casinos-gaming/las-ve...)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas’ two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn’t reached by the deadline, potentially impacting tens of thousands of guests expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

DisabilityBusinesses seek to expand opportunities for disabled workers (Washington Post)
[\[https://www.washingtonpost.com/business/businesses-seek-to-e...\]](https://www.washingtonpost.com/business/businesses-seek-to-e...)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he’d spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can’t find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn’t have done, at many places he never got a clear explanation of why he wasn’t considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don’t. There are plenty of people who want to be hired, an “untapped” talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

The Alphabet Soup of Disability Income: SSDI, LTD and WC (Kiplinger)
[\[https://www.kiplinger.com/article/insurance/T020-C032-S014-a...\]](https://www.kiplinger.com/article/insurance/T020-C032-S014-a...)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

Why Disability Insurance Matters (Human Resources Executive) [<http://hrexecutive.com/why-disability-insurance-matters/>]

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & ComplianceSenators: Labor Board Is Using Regulation to 'Evade' Ethics Issue (Bloomberg BNA) [<https://www.bna.com/senators-labor-board-n57982093008/>]

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

Trump's America: More Freedom for Banks, Less for Working People (Common Dreams) [<https://www.commondreams.org/views/2018/05/30/trumps-america...>]

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

Five Workplace Challenges for Employers in Changing Times (JD Supra) [<https://www.jdsupra.com/legalnews/five-workplace-challenges-...>]

(5/30/2018 4:22 PM, Epstein Becker &Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[TX] MG Foods alleged to have terminated office manager in retaliation (SE Texas Record) [<https://setexasrecord.com/stories/511425530-mg-foods-alleged...>]

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[CA] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California (Forbes) [<https://www.forbes.com/forbes/welcome/?toURL=https://www.for...>]

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees

get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[CA] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees (Gizmodo)
[\[https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...\]](https://gizmodo.com/san-francisco-subpoenas-uber-and-lyft-fo...)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek "a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present" and "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to a press release from the city's attorney

The probe follows a May 1 ruling — Dynamex Operations West v Superior Court — in which the California Supreme Court sided with delivery drivers who had been misclassified as "independent contractors" rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they're merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers' right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[CA] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say (Northern California Record) [\[https://norcalrecord.com/stories/511433225-california-employ...\]](https://norcalrecord.com/stories/511433225-california-employ...)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. "Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA," Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

"This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other." The high court's recent decision in Epic Systems Corp. v. Lewis could "significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them," Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical LeaveAn Employee's Workplace Asthma Attack May Trigger FMLA Protections (National Law Review) [\[https://www.natlawreview.com/article/employee-s-workplace-as...\]](https://www.natlawreview.com/article/employee-s-workplace-as...)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In Dighello, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation.

The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff's retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer's failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff's allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA (Sophisticated Employer)
[<https://www.plunkettcooney.com/blogs-thesophisticatedemployee...>]

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[TX] Meals On Wheels Branch CEO Says His Firing Violated FMLA (Law360)
[<https://www.law360.com/texas/articles/1048296>]

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

RetirementCan the Fiduciary Rule Be Saved? (Investopedia) [<https://www.investopedia.com/news/can-fiduciary-rule-be-save...>]

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at

Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a professional advice paradigm."

Can a state-sponsored 401(k) plan expand access to retirement savings? (MarketWatch)
[<https://www.marketwatch.com/story/can-a-state-sponsored-401k...>]

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal "Auto-IRA" program under which employers without a plan would be required to automatically deposit a percentage of their employee's earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon's program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee's contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

What Happens if We All Run Out of Money for Retirement? (US News & World Report)
[<https://money.usnews.com/money/retirement/articles/2018-05-3...>]

(5/30/2018 2:48 PM, Geoff Williams)

If you're afraid you haven't saved enough for a secure retirement, you're not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you're wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

Social Security: Past, Present And Future (Forbes)
[<https://www.forbes.com/sites/catherineschnaubelt/2018/05/30/...>]

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million

Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker's income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

How Technology Is Disrupting Retirement Planning (The Street) [<https://www.thestreet.com/retirement/401k/how-technology-is-...>]

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

5 Retirement Genius Ideas for Helping the World Retire Better (Think Advisor) [<https://www.thinkadvisor.com/2018/05/29/5-retirement-genius-...>]

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

Is The World Ready For Retirement? (Wealth Advisor) [<https://www.thewealthadvisor.com/article/world-ready-retirem-...>]

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

Economic Disruption Means the World Needs to Rethink Retirement (401(k) Specialist)

[<https://401kspecialistmag.com/economic-disruption-means-the-...>]

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in The New Social Contract: A Blueprint for Retirement in the 21st Century, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[TN] Eye Centers, leaders ordered to pay nearly \$1M to employees (Upper Cumberland Business Journal)

[<http://www.ucbjournal.com/eye-centers-leaders-ordered-to-pay-...>]

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. "The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws," said Stanley Keen, Regional Solicitor in Atlanta. "Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field."

The investigation by the DOL's Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan's trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[OR] Oregon passes retirement incentive for city workers (Sauk Valley Media)

[<http://www.saukvalley.com/2018/05/29/oregon-passes-retiremen-...>]

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who've reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

"This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge," Mayor Ken Williams said. "When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public." That's because the new city employees hired to replace them will make less money, he said.

TradeU.S. farmers dazed by Trump trade drama (Politico) [<https://www.politico.com/newsletters/morning-agriculture/201-...>]

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing’s hit list.

US firms upbeat despite trade uncertainties: Fed (Breitbart) [<http://www.breitbart.com/news/us-firms-upbeat-despite-trade-...>]

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed’s “beige book” survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was “on hold” while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[TX] Trump’s push to revamp NAFTA stokes ‘unease’ in Texas as negotiations drag on (Valdosta Daily Times) [<http://www.valdostadailytimes.com/news/business/trump-s-push...>]

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration’s halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he’s called the “worst trade deal ever made.”

Top Texas lawmakers felt compelled in recent days to urge the White House’s trade team to remain at the negotiating table with America’s neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump’s broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

NationalFed’s Beige Book: ‘Manufacturing Shifted Into Higher Gear’ (Wall Street Journal) [<https://www.wsj.com/articles/feds-beige-book-finds-manufactu...>]

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of

the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty, the report showed.

Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...\]](https://www.bloomberg.com/news/articles/2018-05-30/fed-says-...)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Thursday, May 31, 2018 6:00 AM ET

DOL News and Opinion

U.S. Labor Secretary tours Cianbro, Penobscot
Job Corps training centers (MaineBiz) 6

Maine company's efforts to narrow skills gap
earns praise from Acosta, Collins (Bangor Daily
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Cianbro training institute touted as way to attract,
retain workers (WFVX-TV Fox 22 Bangor) 7

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U.S. Department Of Labor Seeks \$131,508 In
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Survey: US businesses add a solid 178,000 jobs
in May (Washington Post) 8

U.S. jobs growth continues in May as labor
market tightens, ADP says (MarketWatch) 8

ADP National Employment Report: Private
Sector Employment Increased by 178,000 Jobs
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DOL News and Opinion

[U.S. Labor Secretary tours Cianbro, Penobscot Job Corps training centers \(MaineBiz\)](#)

(5/30/2018 11:00 AM, Staff Report)

U.S. Secretary of Labor Alexander Acosta joined U.S. Sen. Susan Collins, R-Maine, in tours of the Penobscot Job Corps Center in Bangor and Cianbro Corp.'s job-training facility in Pittsfield on Tuesday. "I was delighted to welcome Secretary Acosta to Maine and show him two workforce development programs in our state that are giving Mainers the tools they need to build successful careers: the Penobscot Job Corps Center and the Cianbro Institute," Collins said in a news release. "Penobscot Job Corps helps young adults gain hands-on job training skills, putting them on track to excel in high-growth fields, and the Cianbro Institute offers intensive training and education to Mainers seeking good-paying jobs in the construction industry. I look forward to continuing to work with Secretary Acosta to support these types of workforce training programs that create opportunities for all Americans."

Job Corps provides hands-on career technical training in high-growth industries for young people from disadvantaged backgrounds. Penobscot Job Corps currently enrolls more than 200 students and is one of the top-performing Job Corps Centers in the country. The Cianbro Institute, which was established in 2007, recently relocated into a remodeled building in Pittsfield after outgrowing its original facilities. The institute serves Cianbro employees who wish to improve and develop their skills and it hires and trains new team members to prepare them to enter the construction industry.

[Maine company's efforts to narrow skills gap earns praise from Acosta, Collins \(Bangor Daily News\)](#)

(5/29/2018 6:51 PM, Alex Acquisto)

Since the state's largest construction and contracting company began offering its own employee workforce training in August, more than 1,000 employees have received 53,000 hours of training — a feat that was praised by U.S. Secretary of Labor Alexander Acosta and Republican Sen. Susan Collins. "These are programs that are making a real difference in making sure Mainers have the skills they need to get good jobs and to stay in Maine," Collins said, standing next to Acosta at the Cianbro Institute in Pittsfield on Tuesday. "Our workforce is growing older. We need to make sure that we encourage our young people to stay in Maine," she said. "Cianbro programs do ensure that workers have the skills they need."

Across the country, there are approximately 6.6 million open jobs and virtually the same number of people in search of jobs, Acosta said. The "mismatch" of individuals looking for jobs and those hiring is a "reflection of the skills gap," he said. "One way to address that skills gap is through workforce education like we saw here today." Accepting Collins' invitation, the pair toured the Cianbro Corp. training center and headquarters Tuesday afternoon, which included slipping into classrooms to observe what Cianbro employees were learning.

[Cianbro training institute touted as way to attract, retain workers \(WFVX-TV Fox 22 Bangor\)](#)

(5/30/2018 10:39 AM, TJ Tremble)

Even with Maine's unemployment rate the lowest it has been in nearly 40 years, the state still is experiencing a shortage of skilled workers. On Tuesday, Cianbro's on-site training institute was cited by federal officials as a way to retain and attract workers during a visit by U.S. Labor Secretary Alexander Acosta and Sen. Susan Collins, R-Maine.

The institute opened almost a year ago. Since then, more than 1,000 people have received one sort of training or another, according to company officials. "The very first thing new employees were learning were the OSHA rules and the safety rules," Acosta said. Added Collins: "Broadband access for rural sections of the state continues to be a roadblock for the information super highway. There are certain companies, particularly the high-tech companies, that will not locate in an area unless they have access to high speed internet."

DOL News Releases

[U.S. Department Of Labor Seeks \\$131,508 In Overtime Back Wages, Liquidated Damages For 25 Employees Of Minnesota Flooring Company \(Department of Labor\)](#)

(5/30/2018 12:00 PM, WHD)

The U.S. Department of Labor has filed a federal lawsuit seeking an injunction and payment of \$131,508 – representing \$65,754 in overtime back wages and an equal amount in liquidated damages – for 25 employees of a Minneapolis flooring company. The filing follows an investigation by the Department's Wage and Hour Division (WHD) that found Luxury Floors Inc. and its chief executive officer Ruben Ruiz violated the Fair Labor Standards Act (FLSA). Investigators determined that the employer paid employees straight time rates for all the hours that they worked, failing to pay overtime when they worked beyond 40 hours in a week. The company also failed to maintain time records and to record the names, hours, and payments made to day laborers who the company paid in cash.

"The U.S. Department of Labor is committed to ensuring employees receive the wages they have rightfully earned, and that employers compete on a level playing field," said David King, Wage and Hour District Director in Minneapolis. "Employers can avoid wage violations by contacting the Wage and Hour Division for assistance to ensure they are in compliance with the Fair Labor Standards Act."

Employment

[U.S. Companies Add Fewer Jobs Than Forecast, ADP Data Show \(Washington Post\)](#)

(5/30/2018 8:49 AM, Katia Dmitrieva)

American businesses added fewer workers than forecast in May as companies struggled to fill open positions, according to data released Wednesday by the ADP Research Institute.

Key Takeaways: The smaller ADP reading portends a potentially less robust jobs report from the Labor Department on Friday. The unemployment rate is projected to hold at 3.9 percent for the month, according to the median estimate of economists. Payrolls in service-providing industries added the fewest number of jobs since September, the ADP data showed. The report is based on ADP's payroll data, representing about 411,000 firms employing almost 24 million workers in the U.S.

Economist's View: "Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," Mark Zandi, chief economist of Moody's Analytics Inc. in West Chester, Pennsylvania, said in the statement. Moody's produces the figures with ADP. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."

[Survey: US businesses add a solid 178,000 jobs in May \(Washington Post\)](#)

(5/30/2018 9:20 AM, Christopher Rugaber - Associated Press)

U.S. businesses added 178,000 jobs in May, according to a survey, a solid total but below the average monthly gains accumulated over the winter. Payroll processor ADP said Wednesday that hiring was strong in construction, education and health care, and professional and business services, which includes accounting, engineering and legal services. Retailers cut jobs.

The figures suggest companies continue to hire at a healthy pace but may be pulling back as the number of people who can't find jobs dwindles, making it harder to find new employees. From November through March, monthly job gains averaged well over 200,000. The report arrives two days before the government releases the official monthly employment figures. Economists forecast that Friday's jobs report will show employers added 190,000 jobs, according to a survey by data provider FactSet.

[U.S. jobs growth continues in May as labor market tightens, ADP says \(MarketWatch\)](#)

(5/30/2018 9:40 AM, Steve Goldstein)

The numbers: The U.S. added 178,000 private-sector jobs in May, payrolls processor ADP said Wednesday. April's figure, meanwhile, was revised downward by 41,000 to 163,000, and March's level was downwardly revised as well. The figures come in advance of Friday's report from the Labor Department, with economists polled by MarketWatch forecasting the addition of 198,000 jobs, in both the private and public sectors.

What happened: Hiring was spread across industries and company size. Medium-sized businesses — those with 50 to 499 employees — added 84,000 jobs, while large businesses added 56,000 positions and small ones added 38,000 employees. By industry, there were 61,000 new professional- and business-services jobs, 39,000 new construction jobs, 35,000 education and health positions, and 33,000 new jobs in leisure and hospitality. There were 23,000 jobs lost in trade, transportation and utilities.

[ADP National Employment Report: Private Sector Employment Increased by 178,000 Jobs in May \(Benzinga\)](#)

(5/30/2018 8:19 AM, PR Newswire)

Private sector employment increased by 178,000 jobs from April to May according to the May ADP National Employment Report. Broadly distributed to the public each month, free of charge, the ADP National Employment Report is produced by the ADP Research Institute® in collaboration with Moody's Analytics. The

report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis.

"The hot job market has cooled slightly as the labor market continues to tighten," said Ahu Yildirmaz, vice president and co-head of the ADP Research Institute. "Healthcare and professional services remain a model of consistency and continue to serve as the main drivers of growth in the services sector and the broader labor market as well."

[Rep. Ro Khanna to Introduce Compromise "Jobs for All" Bill \(The Intercept\)](#)

(5/30/2018 1:35 PM, Kate Aronoff)

Ro Khanna, the Silicon Valley member of Congress who has been pushing the boundaries of progressive policy in the House, is wading into the debate over a federal job guarantee with a new draft bill. The bill would provide public, private, and nonprofit employers a subsidy to hire temporary employees for up to 18 months at a time, with opportunities to extend the placement for another year, according to a copy of the bill, titled Promising Jobs for All, which Khanna, D-Calif., shared with The Intercept. Khanna's use of the private sector is a departure from other plans that have been advanced of late. "Maybe it's working for government or working for a union that's doing drywalling or painting for a company," Khanna told me of the possible guaranteed occupations. "It could be working for a local retailer or child care company."

Both in the proposal itself and in an interview with The Intercept, Khanna referenced Franklin D. Roosevelt's Economic Bill of Rights, the first point of which outlines the "right to a useful and remunerative job in the industries or shops or farms or mines of the Nation." But despite Khanna's reference to the iconography of the New Deal, his bill is decidedly more moderate than a high-profile effort by a handful of progressive economists that has been gaining steam lately. Khanna's plan, by contrast, includes a range of new caveats, time limits, restrictions, and income thresholds — in some ways mirroring the kind of public-private compromise that appears in the dizzying complexity of the Affordable Care Act.

[\[VA\] Staffing Data Center Alley: Loudoun Looks to Train Up Next Generation of Tech Pros \(Loudoun Now\)](#)

(5/29/2018 8:00 PM, Renss Greene)

Northern Virginia Community College is launching a program to fill the workforce for one of Loudoun's most famous and fast-growing industries: data centers. Loudoun is home to more than 75 data centers, according to the county Department of Economic Development, and more open every year.

NVCC's new two-year program, called Engineering Technology: Datacenter Operations Technician, begins this fall and will provide student training in a cross-section of all the nuts-and-bolts work needed to keep a high-tech data center going, from HVAC and cabling to Occupational Safety and Health Administration requirements and how to communicate in an engineering setting. Like other NVCC programs, it will be built on hands-on training, with a mock-up of a data center on campus.

[\[NC\] Job fair to cater to teens \(Rocky Mount Telegram\)](#)

(5/31/2018 1:43 AM, Corey Davis)

With the school year about to come to an end, local parents are probably hoping their teenager can find employment this summer. A "Teen Summer Job Fair" geared to teens 15 to 19 will take place from 3 to 7 p.m. today at the Nash County Agriculture Center at 1006 Eastern Avenue in Nashville. Traci Dixon, community and rural development extension agent for the Nash County Extension Service, said the purpose of the teen summer job fair is to help local teens find productive use of their free time this summer, while learning life-long responsibility, financial, job search and interviewing skills.

Dixon added the job fair was developed out of the annual summer entrepreneurship and leadership camp hosted by the N.C. Cooperative Extension Services of Nash and Edgecombe counties. The camp again will take

place this year from June 25 to 29 at the Nash County Agriculture Center.

[\[KY\] Amazon Summer Hiring Blitz Seeks To Fill 500 N. Ky. Jobs \(WSCH-FM 99.3 Lawrenceburg\)](#)

(5/30/2018 7:35 AM, Mike Perleberg)

Amazon is hiring up to 500 full- and part-time permanent employees at its warehouse in Hebron. Amazon is planning a summer hiring kick-off party on Friday, June 1 from 10:00 a.m. until 7:00 p.m. at the Holiday Inn, 1717 Airport Exchange Road, in Erlanger. The available jobs are mainly for pickers and packers. Candidates can find more information and apply online at Amazon's Hebron jobs website.

According to the online mega retailer, Amazon provides employees with a highly competitive, comprehensive benefits package starting on day one including healthcare, disability insurance, 401(k) with 50 percent match, company stock, bonuses and a network of support to help employees succeed. The company also offers up to 20 weeks of paid leave, a flexible Ramp Back Program and the innovative Leave Share Program that allows employees the ability to share their paid leave with their spouse or partner.

[\[IN\] SF Motors to invest \\$160M, create 400+ jobs in Mishawaka \(WNDU-TV NBC 16 South Bend\)](#)

(5/30/2018 12:39 PM, Staff)

SF Motors has announced plans to create up to 467 new jobs in Mishawaka by 2020, and the company would like to hire many of the people who worked at their manufacturing facility when it was owned by AM General. About 400 people were laid off when AM General sold the plant last year. SF Motors also announced that it will "invest more than \$160 million, including the acquisition, to renovate and equip a 675,500-square-foot manufacturing facility."

At least two lines of the company's intelligent electric vehicles will be manufactured in Mishawaka, and the facility will serve as the company's primary U.S.-based manufacturing plant. Governor Eric Holcomb and St. Joseph County officials joined executives from SF Motors for the announcement Wednesday morning.

Unemployment

[Businesses brace for a summer with record low unemployment \(San Antonio Express-News\)](#)

(5/30/2018 12:01 PM, BPT)

School closing for the summer may mark lazy days for kids, but local businesses are bracing for peak season. With unemployment at a 17-year low, and a record 6.6 million job openings reported at the end of March, it'll be tougher than usual to serve the seasonal boom of customers as the weather warms up. Traditionally, many hourly positions were filled by teens on summer vacation who didn't have another way to make some spare cash. This source of trusty summer hires is down from 60 to 30 percent, which — coupled with a teeny 3.9 percent unemployment rate — means businesses that rely on heavy summer hiring should expect a smaller-than-usual batch of job seekers.

Record-low unemployment means small teams with new or inexperienced hires handling the summer customer rush — a potential recipe for disaster, with managers filling in more gaps in service than usual. Not to worry!

[\[ME\] Feds: Unemployment Rates Remain Low In Maine Urban Areas \(Maine Public\)](#)

(5/30/2018 11:35 AM, Irwin Gratz)

There was little change last month in the labor markets of Maine's largest urban areas. The federal Bureau of Labor Statistics recorded a .1 percent decline in joblessness in each of the three regions: Bangor, Lewiston-Auburn, and Portland-South Portland. The unemployment rate in Bangor now stands at 3 percent, Lewiston-Auburn at 2.8 percent and Portland-South Portland 2.4 percent. The statewide unemployment rate in April was 3.1 percent.

There are bigger declines in joblessness if you look back a year. In April of 2017 Portland-South Portland's unemployment rate was 2.7 percent, or .3 percent higher. Lewiston-Auburn had an unemployment rate of 3.2 percent (compared to 2.8 percent now) and Bangor's unemployment rate is down a half-percent in the last year, from 3.5 percent to 3 percent.

[\[CT\] Meriden man charged with fraudulently collecting unemployment benefits \(Meriden Record-Journal\)](#)

(5/30/2018 9:48 AM, Bryan Lipiner)

A city man has been charged after authorities said he collected more than \$11,000 in unemployment benefits while he was employed. Nazario J. Mateo III, of 144 Miller St., was charged Wednesday with first-degree larceny by defrauding a public community and unemployment compensation fraud. He was released on \$10,000 bond and is scheduled to appear in New Britain Superior Court on June 5. Authorities said Mateo collected about \$11,550 in unemployment benefits from February through July 2014 while he was employed. He was arrested following a complaint by the state Department of Labor.

[\[NJ\] N.J.'s oldest nuclear plant is closing, begins booting workers \(Warren Reporter\)](#)

(5/30/2018 10:03 AM, Bill Gallo Jr)

The first large group of employees at the Oyster Creek Generating Station in Ocean County are set to leave as the nuclear plant prepares to shut down after nearly a half century of producing electricity. Exelon Corp, which owns the facility, filed notice with the New Jersey Department of Labor and Workforce Development that 84 of its workers would be ending their employment with the company. According to the state notice, the jobs end effective June 22, but the departures will take place over a seven-month period, Oyster Creek Communications Manager Suzanne D'Ambrosio said Tuesday.

Companies are required under the Worker Adjustment and Retraining Notification Act to notify the state of plant closures or mass layoffs. "The majority of the remaining 400 employees will continue to work at the plant during decommissioning activities," D'Ambrosio said, adding employees not involved in work at the site after the shutdown will be offered positions elsewhere in Exelon. It wasn't clear how many of the remaining Exelon workers will be needed for duties connected to the decommissioning.

[\[NJ\] Exelon cuts 84 jobs at Oyster Creek nuclear plant as closing nears \(Press of Atlantic City\)](#)

(5/30/2018 4:23 PM, Michelle Brunetti Post)

Exelon Generation Company has filed a WARN notice with the state, saying 84 of its workers at the Oyster Creek nuclear power plant in Lacey Township will begin leaving the company effective June 22. "They are not being laid off. They have elected to leave the company," said spokeswoman Suzanne D'Ambrosio. She said their positions were eliminated and they chose not to take others within Exelon, some choosing to retire. They will leave over the course of about seven months, she said, declining to say whether severance packages were offered.

About 400 workers will either stay on at the plant for the decommissioning or have taken other Exelon jobs, she said. In February, the company announced the plant would close in October, more than a year ahead of schedule. Exelon said it was partly a financial decision, "as fuel and maintenance costs continue to rise amid historically low power prices."

[\[NC\] Layoffs hit 600+ at 3 sites in Fayetteville, Henderson, Goldsboro \(WRAL TechWire\)](#)

(5/30/2018 6:28 AM, Charlie McGee)

Sykes Enterprises Inc. is laying off 377 employees at a site in Fayetteville, North Carolina, at the start of July according to a filing with the North Carolina Department of Commerce. The layoffs will take effect July 7. Among the employees being terminated, Sykes stated that 336 are customer service agents, and 15 are team leaders. The mass layoff will include individuals from 18 different positions at the site, indicating a potential shut-down of operations at the Fayetteville site.

The company based in Tampa, Florida, sent notice of the upcoming layoffs May 8 to the N.C. Department of Commerce. That notice was in accordance with the Worker Adjustment and Retraining Notification Act, which requires companies to give a 60-day public notice of mass layoffs. According to the notice, the layoffs “may be permanent or temporary.” The company said it is working to transition as many employees as possible to its virtual call center business Sykes Home.

[\[TX\] Hearst Havoc: San Antonio Express-News' Owner Continues Slashing Newsroom Jobs \(San Antonio Current\)](#)

(5/30/2018 10:30 AM, Sanford Nowlin)

Hearst Corp., the owner of the San Antonio Express-News, cut deeper into the daily's newsroom, laying off 14 seasoned journalists last week, according to people familiar with the job cuts. The layoffs follow the departure of Editor-in-Chief Mike Leary, who retired two weeks ago, and Managing Editor Jamie Stockwell, who recently was hired as the New York Times' deputy national editor. Attempts to contact Express-News Publisher Susan Lynch Pape were unsuccessful. So were attempts to reach Vernon Loeb, the paper's interim editorial chief and current managing editor of the Houston Chronicle, Hearst's largest Texas newspaper holding.

The job cuts aren't the first at the Express-News and certainly are in character with the deep cuts at daily papers around the country, which have suffered as readers and ad dollars flee to online sources. The Express-News' biggest bloodletting came in 2009, when it slashed 75 positions, or about a third of the newsroom. At least one smaller cut followed. While several Express-News employees said to be caught in the layoff declined comment to the Current, some have taken to social media to discuss the cuts.

[\[CA\] San Leandro mattress plant closing as Serta Simmons lays off 150 workers \(San Francisco Chronicle\)](#)

(5/30/2018 3:59 PM, Wendy Lee)

As online competition reshapes one sector of retail after another, Serta Simmons Bedding, North America's largest bedding manufacturer, said it will shut down its San Leandro plant and lay off 153 production workers. The decision came as part of the Atlanta company's evaluation of its cost structure and manufacturing operations, Serta Simmons said. The facility on Fairway Drive made Serta and Simmons Beautyrest mattress products. The company has operated in San Leandro since at least 1988, according to city records. “As part of this evaluation, we've made the difficult decision to close our San Leandro plant and transfer this volume to other plants,” the company said.

While Serta Simmons is closing some locations, it is opening others as part of a \$100 million investment in its manufacturing operations. This month, it opened a plant in Moreno Valley (Riverside County). Workers affected include material handlers, quilters, production supervisors and those who assemble the mattresses, according to a letter that a Serta Simmons subsidiary filed with the state's Employment Development Department this month. The first layoffs will take place on July 15, according to the letter. Serta Simmons said it will give the affected workers severance and provide additional support.

Apprenticeship

[Congress mulls lowering age requirement for truck drivers to prevent national shortage \(Fox News\)](#)

(5/30/2018 5:45 PM, Terace Garnier)

Congress is considering a new piece of legislation proposed by Rep. Duncan Hunter, R-Calif., called the Developing Responsible Individuals for a Vibrant Economy Act, also known as the DRIVE-Safe Act. It aims to allow 18 year olds with their commercial driver's licenses, or CDLs, the ability to drive commercial vehicles across state lines in an attempt to help prevent a nationwide driver shortage. Most states allow truck drivers under 21 to crisscross a state, but those 18 to 20 are not allowed to cross state lines. Many truckers are reaching retirement age in the next decade and leaving the workforce, and companies say they are having a

tough time hiring new drivers. The American Trucking Association published a report in October of 2017 showing that last year's national shortage of 50,000 drivers may increase to 174,000 drivers by 2026. Supporters say lowering the age limit would expand the labor pool.

The apprenticeship program would require the drivers under 21 years old to complete, at minimum, 400 hours of on-duty time, including at least 240 hours of driving time chaperoned by an experienced driver and equip all training trucks with cameras and a set a speed cap of 65 mph. Now, the proposal has come under criticism by some who agree with the DOT, arguing that allowing younger drivers behind the wheel of a truck is a recipe for disaster.

[How Machinist Apprenticeship Programs Can Help the Skills Gap \(MSC\)](#)

(5/29/2018 5:00 PM, Gillian Scott)

Finding skilled workers can be a challenge, especially in a manufacturing environment. John Hindman, director of learning and performance improvement at Tooling U-SME, recently hosted a webinar to discuss how apprenticeship programs can help companies develop and retain a skilled workforce. Traditional machinist apprenticeship programs have always meant learning while on the job. John Hindman, director of learning and performance improvement at Tooling U-SME, says apprenticeships have been around since at least the 1600s, when they were a form of indentured servitude. Today, he says, there are a half-million registered apprentices in the U.S. Unlike apprentices of old, though, modern apprentices often combine on-the-job learning with classroom and independent study.

Hindman discussed apprenticeships during a webinar from Tooling U-SME and MSC's Better MRO, "21st Century Apprenticeship: Building Employee Pipelines, Engagement and Retention through Registered Apprenticeship Programs." "Today's apprenticeship programs act as an earn-and-learn model, where current employees typically spend normal workdays learning their craft at the workplace and then take educational curriculum during off-work hours," says Hindman. "This allows for apprentices to take the knowledge they are learning and apply it to the job through a structured on-the-job learning experience."

[\[MA\] Boston program would help EMT recruits \(Boston Herald\)](#)

(5/31/2018 3:32 AM, Dan Atkinson)

City officials are looking to hire more Boston residents as medics and diversify the ranks of the Hub's emergency responders through a new apprenticeship program. The Emergency Medical Services Recruit Academy, run through the city's Office of Workforce Development, covers a three-month classroom period and three-month on-the-job training at 80 percent pay and a probationary first year at full pay - \$57,000. The program, which costs \$175,000 a year, covers tuition costs for pre-apprenticeship certifications such as CPR classes, which interested applicants might not be able to afford otherwise, EMS Chief Jim Hooley said.

Hooley said he's seen a diminishing pool of certified emergency medical technicians to hire from in recent years, and Boston's residency requirement is a barrier to hiring people who don't live in the city. EMS has had to expand twice in the past three years as the city's population increased. The apprenticeship program drawing from people already in the city should create a better pipeline, he said. The program should also create a more diverse group of EMTs, Hooley said, noting that 177 of the city's 277 EMTs - or nearly two-thirds - are white.

[\[NY\] NY to give \\$3M for state's workforce needs \(Long Island Business News\)](#)

(5/30/2018 4:35 PM, Adina Genn)

New York is investing \$3 million in the state's workforce needs, officials said. Gov. Andrew Cuomo announced that the funds are for the State University of New York and the state's Department of Labor as they partner with businesses to develop registered apprenticeship positions. The programs aim to support as many as 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the

next four to six years.

The registered apprenticeship program will provide further on-the-job training and related instruction for apprenticeships. These benefits include competency-based training as well as the opportunity to explore certificate and degree programs, along with implementing online modules and faculty experts to assist in updating curricula. The program will look at new ideas for pre-apprenticeship training to include a path for underrepresented minority populations.

[\[NJ\] Apprenticeships combine work and education with goal of employment \(My Central Jersey\)](#)

(5/30/2018 9:00 AM, Patricia Moran)

Today, the son of a long-time neighbor stopped by. I haven't seen him since he graduated from high school a few years ago, and I was surprised and delighted that he came over. I am sure his parents encouraged him to speak with me. As I weeded my rock garden, he proceeded to tell me all about his "welding apprenticeship." I asked him where he was working and he told me that he wasn't working anywhere. So I had to break the news that he wasn't an apprentice. Maybe he was a pre-apprentice taking the courses that would enable him to become an apprentice, but without employment, he is not an apprentice.

Apprenticeship involves two things: a job and additional schooling. An apprentice is someone who is on the job learning the skills by a master craftsman who is considered an expert in the field. Apprentices also take classes that further the knowledge and skills they are practicing every day. So this young man was enrolled in a local school to learn the trade of welding. I am sure the word "apprentice" came into play and he jumped to the conclusion that he was an apprentice. I hope was able to clarify the situation. I did encourage him to complete his welding training and prepare for the next step of employment.

[\[FL\] Commercial Jet Joins Miami Dade College to Launch Apprenticeship Program \(Benzinga\)](#)

(5/30/2018 4:02 PM, Globe Newswire)

Sponsored by Miami Dade College in collaboration with the U.S. Department of Labor and Florida Department of Education, Commercial Jet takes the lead as the industry launch partner of the MDC Works: Apprenticeship Program. The signing ceremony witnessed by several elected officials, local leaders, MDC faculty members and the media took place at MDC's Wolfson Campus in the heart of downtown Miami, Florida, presided over by MDC President, Dr. Eduardo J. Padru00f3n.

MDC becomes the first higher education institution to offer such a program in the State of Florida. In his tweet, Dr. Eduardo J. Padru00f3n wrote, "I am proud to announce the launch of MDC Works: Apprenticeship Program, the first model program of its kind in South Florida. With this endeavor, we hope to deliver wonderful training opportunities and close the skills gap as we prepare the next generation of workplace leaders."

[\[MN\] Twin Cities Teens Launch Projects Built Through Urban Boatbuilders Apprenticeship \(WCCO-TV CBS 4 Minneapolis\)](#)

(5/31/2018 11:03 AM, Jennifer Mayerle)

Teens involved in a program that encourages them to be the best version of themselves launched boats they built Wednesday evening. The celebration was the end of a three-month apprenticeship with non-profit Urban Boatbuilders. The teens, ages 16 to 19, worked together to build wooden canoes, kayaks and paddle boards.

Most of the paid apprentices are referred to the Urban Boatbuilders program. The apprentices will soon go for a wilderness adventure in their boats. Then the boats will be sold, with the money raised going back to help fund the Urban Boatbuilders program.

[Editorial note: View video at source link]

[\[CA\] State charts record number of apprentices on the job \(Agoura Hills Acorn\)](#)

(5/30/2018 10:00 PM, Staff Report)

With so much focus placed on obtaining a degree these days, graduating high school seniors often overlook apprenticeship programs as a third option to college or trade school. "It's a really good option, actually," said Michele Macdonald, the office manager at an apprenticeship training program operated by the local carpenters' union. About 200 students are enrolled in the four-year apprenticeship program offered by the Southwest Regional Council of Carpenters Local 150, which has a training facility in Camarillo.

Larger training centers in Buena Park and Los Angeles have as many as 1,500 apprentices, she said. "You get all the benefits of being a union member, as well as training on the job and at the school here at the center," Macdonald said. It's an option nearly 82,000 Californians are now taking, the highest number of active apprentices in the 79-year history of formal apprenticeship job training in the state, California Labor and Workforce Development Agency Secretary David Lanier announced Tuesday.

Labor

[Trump: 'My two Alexes' have 'phenomenal plans' coming soon \(Politico\)](#)

(5/30/2018 10:00 AM, Dan Diamond)

President Donald Trump on Tuesday night teased that HHS Secretary Alex Azar and Labor Secretary Alex Acosta will soon announce health plans. "I have my two Alexes ... coming out with plans that are phenomenal plans, phenomenal plans," the president said in a rally in Nashville. "They'll be out over the next four weeks [and] it's going to cover a tremendous amount of territory." See 48-second clip.

What the president could've been referencing. Trump specifically mentioned association health plans, which would let small businesses and trade groups band together to buy health care. The Trump administration also is expected to finalize its regulations on short-term health plans. Both association and short-term health plans could allow for cheaper coverage options that are exempt from certain Obamacare patient protections and benefit rule. However, insurance companies and policy experts have warned that the new plans could be poorly regulated, destabilize the individual insurance market and put patients at risk.

[Silicon Valley is stumped: Even A.I. cannot always remove bias from hiring \(CNBC\)](#)

(5/30/2018 9:00 AM, Eric Rosenbaum)

At a recent MIT event on the future of work in New York City for its high-achieving alumni network, Andrew McAfee, co-director of MIT's Initiative on the Digital Economy and a principal research scientist at the university's Sloan School of Management, said leaders are realizing that a lot of their human practices, human resources and human capital practices are simply outdated. McAfee's view: "If you want the bias out, get the algorithms in."

Silicon Valley is investing in many start-ups selling the idea that they can solve the problem of human bias in job-hiring decisions with artificial intelligence. But a new class of independent algorithm auditing firms and public policy experts — with experience at some of the largest tech companies in the world and educations from elite institutions — say 'algorithmic bias' has already been proved to exist in other areas. As a result, the rapid uptake of AIs for hiring in the market has moved too fast, and with too little scrutiny, they say.

[Recruiting the Next Generation of Welders \(HPAC\)](#)

(5/30/2018 1:02 PM, Kelly Faloon)

Welding jobs are expected to grow 6 percent by 2026, reflecting the need for welders, cutters, solderers and brazers in manufacturing and construction, notes the U.S. Bureau of Labor Statistics. This employment growth recognizes that welding is a significant part of the manufacturing process, particularly advanced manufacturing, as well as instrumental in rebuilding the country's aging infrastructure — buildings, bridges and highways.

Welding occupations also are instrumental in constructing new power generation facilities, and oil and gas pipelines.

With the U.S. economy continuing to grow, resulting in increased demand for goods and services, how do we recruit and train the next generation of welders? “It’s a two-pronged approach,” explains Scott Lynch, CEO of the American Boiler Manufacturers Association (ABMA), Vienna VA. “One is working directly with schools to try to recruit people into the industry. But the other end of it is to work on the perception of our industry. We are not the old manufacturing (sector); we have innovative solutions and work with cutting-edge technologies to produce high-efficiency products. Welding is an exciting career no matter what part of the sector of the boiler industry you choose.”

[Medicaid work requirements would worsen South's health care crisis \(Louisiana Weekly\)](#)

(5/29/2018 1:37 PM, Rebekah Barber)

A National Call for Moral Revival, held the day after Mother’s Day. Her own daughter, Venus, died of Stage 4 breast cancer in Alabama because the state had refused to expand Medicaid under the Affordable Care Act and she could not get treatment until it was too late. Every year, thousands of people like Venus die because they don’t have insurance and thus lack access to health care. It’s a problem people living in the South know too well. Because nine out of the 13 Southern states refused to expand Medicaid, the region is home to 90 percent of Americans who fall into the health care coverage gap – not wealthy enough to afford private insurance but not qualified for the public health insurance program for the poor and disabled.

Now, the Trump administration wants to make it even more difficult for Americans to access Medicaid. In January, the administration sent a letter to state Medicaid directors calling for work requirements as a condition of Medicaid eligibility. Last month, President Trump doubled down on his stance by issuing an executive order that aims to force citizens who do not meet certain work requirements off Medicaid, food assistance and other safety-net programs. Trump claims the policy would decrease poverty and provide work opportunities. But the majority of adult Medicaid beneficiaries are already working, though many are forced into part-time work by job-market limitations.

[Striking a new bargain: Better jobs for more Americans \(MinnPost\)](#)

(5/30/2018 8:00 AM, Mark L.J. Wright)

“The best anti-poverty program is a job,” goes the expression. And who could disagree? But Americans value employment for more than its ability to put food on the table. Most of us view jobs as a fundamental part of our identity — not simply a paycheck, but a source of pride and meaning. The role of employment in alleviating poverty and generating self-worth was the theme of a conference recently convened by the Minneapolis Fed’s Opportunity and Inclusive Growth Institute. Participants discussed not only troubling employment trends but also their worrisome social consequences.

What can we do? A federal jobs guarantee, advocated by Institute advisor William Darity Jr. might be preferable to “universal basic income” in part because jobs provide social networks and, indeed, self-worth. Wage subsidies, “baby bonds,” expungement of criminal records, enforcement of anti-discrimination laws, and less occupational licensing may also help. But all agreed that there is no silver bullet, no perfect program to quickly heal America’s ailing job market.

[Quitting your job is the new workplace rage \(Whittier Daily News\)](#)

(5/30/2018 8:39 AM, Jonathan Lansner)

Workers have regained their nerve and workplace muscle as quitting a job in Western states — and nationally — has soared well above the pre-recession years. It’s happening as bosses struggle to fill growing numbers of job openings and are forced to up pay to attract and retain staff. My trusty spreadsheet looked at government jobs data tracking why people changed employers. Here’s what first-quarter data tells us ...

Resignations are the new black: In 13 Western states, 2.3 million people voluntary left their jobs in the year's first three months. That's up 6.9 percent in a year — and a 106 percent surge since the recessionary era of 2010. It's also a quitting pace 7 percent faster than the pre-recession high. We see similar patterns nationally: 9.75 million quits, up 4.4 percent in a year and up 87.9 percent since 2010 — the most quits since 2000.

Bosses are desperate for help: Openings at employers in Western states averaged 1.47 million in 2018's first three months — up 21 percent in a year and up 123 percent since 2010. "Help wanted" in the West runs 22 percent higher than the pre-recession best. Nationally, workers could choose from an average 6.29 million openings, up 13 percent in a year and up 139 percent since 2010.

[Trade Talk: Nearly 1 in 4 workers can't afford summer vacations, survey shows \(The Oklahoman\)](#)

(5/29/2018 5:00 AM, Paula Burkes)

Memorial Day may mark the unofficial start of summer, but only 51 percent of Americans plan on celebrating with summer vacations. That's according to 1,000 adults surveyed online by GfK Custom Research North America for New York-based Bankrate.com. Among those skipping the fun, 24 percent said they can't afford summer vacations; 12 percent said they have too many family obligations and 11 percent are too busy at work.

Millennials (ages 18-37) are the most likely to point to money as a hurdle to taking off time, as well as the most inclined to say they're too busy at work. Gen Xers (ages 38-53) and Baby Boomers (ages 54-72) are more likely to cite family obligations. Meanwhile, just 36 percent of those who get paid vacation believe they'll use all of their allotted time off this year. Twenty-six percent guess they'll use a quarter of their days or fewer, while 13 percent doubt they'll take any paid vacation days.

[\[ME\] State to offer subsidies in plan to encourage teen workers \(Portland Press Herald\)](#)

(5/30/2018 3:54 PM, Peter McGuire)

As Maine students get ready for summer vacation, the LePage administration is doing its best to convince teens to spend at least some of their precious time off earning a wage. Officials from the state labor and education departments on Wednesday unveiled a program called Yes: Youth Empowerment and the Steps to Success, intended to get more 14- and 15-year-old Mainers into the workforce.

New workers can fill critical labor gaps in the state's seasonal hospitality industry, but also gives kids valuable workplace experience and exposure to career opportunities, said Labor Commissioner John Butera at a press conference in Augusta Wednesday.

[\[MA\] Chicopee students receive job training in Westover Job Corps partnership \(MassLive\)](#)

(5/30/2018 8:11 AM, Jeanette DeForge)

In her senior year of high school, Nalaysha Dykes was pondering a career in nursing but she wasn't sure if working in the medical field was something she would like. Meanwhile, Gino Guiel is certain he wants to be a professional chef but wasn't sure how he would go about getting the training he needed. The two each got their answers while attending the Westover Job Corps under a new partnership between Chicopee Academy and the neighboring job training institution. Guiel was the first Chicopee Academy to sign up for the program when it began two years ago and finished his culinary arts certification in the summer. He liked it so much he returned this fall and started a second program in office administration.

Dykes became the second student to apply to Job Corps and entered the certified nursing assistant program in January. "It is a great opportunity, I'm glad it did it," she said. "They give you a lot of help. They provide you with a lot of information." Dykes said she is planning to continue at Job Corps after she graduates in June so she can complete the CNA program. She hopes to enter a second training program to study to be a pharmacy technician

after that and plans to head to college part-time in the fall.

[\[NY\] New York will spend millions on advanced manufacturing, health care workforce programs \(Albany Business Review\)](#)

(5/30/2018 6:00 AM, Liz Young)

New York will invest \$3 million this year for businesses to partner on apprenticeships with the State University of New York system and the state Department of Labor. The money will go toward creating up to 2,000 training positions in advanced manufacturing and health care in the next four to six years, the governor's office announced Tuesday. The positions will include registered apprenticeships, which combine education with on-the-job training, and pre-apprenticeships, which are short-term programs to prepare people who are interested in the field but don't yet have the background to get hired.

The total state investment over three years will be \$9 million, said Johanna Duncan-Poitier, SUNY's senior vice chancellor of community colleges and the education pipeline. SUNY will spend money on marketing the apprenticeships to employers and potential applicants, as well as putting on industry roundtables to hear from employers, among other uses. With the low unemployment rate, employers are struggling to find skilled workers to fill available jobs. Apprenticeships are one way to address that need, Duncan-Poitier said.

[\[PA\] Larger labor force produces higher jobless rate for county \(Somerset Daily American\)](#)

(5/29/2018 10:33 PM, Staff)

A small increase in the size of Somerset County's labor force caused its unemployment rate to rise in April. The labor force - the number of county residents working or actively seeking employment - grew from 32,600 to 32,800 during the month. Employment remained steady at 30,900, causing the jobless rate to rise two-tenths of a percentage point to 5.5 percent, according to the state Department of Labor & Industry.

The department rounds job figures to the nearest hundred but uses unrounded data to calculate the unemployment rate. Somerset County was tied with three other counties - Clinton, Monroe and Schuylkill - for the fifth highest unemployment rate in Pennsylvania, which has 67 counties.

[\[PA\] Colleges adapting studies to workforce needs \(New Castle News\)](#)

(5/30/2018 7:15 AM, Nancy Lowry)

As Baby Boomers depart the work force companies seek and colleges scramble to equip the next generation of workers to take their places. Lisa Campbell, Interim Director of Workforce Development at Butler County Community College said community colleges offer academic programs, workforce certifications and training programs to improve employability options. Workforce development, she said, provides training, certification and advancement opportunities to meet the needs of local and regional businesses, industry and other employers.

In order to prepare students to enter the workplace, she said, community colleges also are marketing themselves differently. In recent years the college has gone from a focus on liberal arts to developing more career-specific majors in areas including business and nursing. The key to facilities of higher education of the future is that graduates can transition into the working world with transferable skills that will take them into the global economy.

[\[DC\] Barry Summer - Job Program Helps D.C. in Top Places Rankings \(Washington Informer\)](#)

(5/30/2018 3:25 PM, Stacy Brown)

Whether you need or want a summer job, where you look for one will matter almost as much as what you do, according to the District-based personal finance website, WalletHub which took an in-depth look at 2018's Best Places for Summer Jobs. Scottsdale, Arizona, ranked as the top place to get a summer job, followed by Orlando, Florida; Columbia, Maryland; Denver and Portland, Maine. The District placed 36th out of the 182

cities surveyed.

When Marion Barry founded the summer youth employment program in his first term as the District's mayor in 1979, he envisioned a program that would support youths transitioning from school to a career, Unique Morris-Hughes, interim director of the D.C. Department of Employment Services, wrote in an editorial earlier this month. Thirty-nine years later, Barry's vision has thrived, and the summer youth employment program has evolved into something more than just a way for young Washingtonians to earn summer pay, Morris-Hughes said. Officially named the Mayor Marion S. Barry Summer Youth Employment Program, the initiative serves as an entry point for participants into the private sector and federal and local government agencies. The program also incorporates training in financial literacy and professional development. Through a partnership with JabaTalks, a D.C.-based tech firm, program participants can use their mobile devices to prep for job interviews and connect with potential employers via an online platform.

[\[NC\] Career Center aids with skills, finding job \(Robesonian\)](#)

(5/30/2018 9:25 AM, Staff)

The Robeson County NCWorks Career Center is prepared to connect qualified citizens in our area with jobs. We offer a variety of services to help meet your needs, such as skills assessment, job training, applying for financial aid, and veteran services. Our website, www.ncworks.gov, offers individuals an opportunity to search and apply for jobs at your convenience. We proudly partner with local workforce partners, such as the Lumber River Workforce Development Board, Robeson Community College, and Vocational Rehabilitation to assist citizens of Robeson County.

I would also like to tell you about the Workforce Innovation and Opportunity Act, which offers tools available through the Career Center. A federally funded program to promote self-sufficiency, it supports individuals with training to build skills and enhance their resumes. The aim of WIOA is to address the employment and training needs of adults and dislocated workers and match individuals with employers. Locally, the program is funded by the Lumber River Workforce Development Board and operated by Two Hawk Workforce Services in partnership with the NCWorks Career Center.

[\[NC\] Sen. Burr's aide visits Kittrell Job Corps \(Henderson Dispatch\)](#)

(5/31/2018 12:00 AM, Staff)

Sen. Richard Burr District Field Representative Betty Jo Shephard visited and toured Kittrell Job Corps Center on April 23. She met with Center Director Matt Gale, BCL Director Joan Robinson, SGA President DaQuan Simmons and others. During the meeting and tour, they discussed Job Corps funding needs, program highlights and Job Corps community contributions and its impact. Shephard said she was very impressed with the quality training provided after talking with the students from the security protective Service Trade.

[\[MI\] Retooling Michigan's workforce \(Detroit News\)](#)

(5/30/2018 11:07 PM, Patti Poppe)

Anyone who looks around Michigan knows this is an exciting time for our state's energy industry. In the past, people believed that we had to choose between affordable and clean energy - that's no longer the case. We're in the middle of a generational turnover in our workforce. Great people who have given their careers to keeping the lights on and helping keep Michiganders warm are retiring. The talent pipeline to replace those employees needs work. Today, I'll be taking part in a panel discussion at the Mackinac Conference for Public Policy about this question. We will discuss many elements of preparedness and specifically highlight the challenge of attracting bright, diverse and talented people to start work today on the jobs of tomorrow.

Our success in addressing this issue is vital to our state's future. Consumers Energy only wins when Michigan wins. Michigan's growth depends on a full talent pipeline to serve not just my company but all of our customer's businesses as well. Consumers Energy worked with the U.S. Chamber of Commerce Foundation to launch the

nation's first statewide Talent Pipeline Management Academy. The first academy graduates have trained 153 businesses all across Michigan to use supply chain management principles to address critical hiring needs.

[\[MI\] Training Michigan's Future Workforce: With Disruption Comes Opportunity \(Detroit Regional Chamber\)](#)

(5/30/2018 2:11 PM, Kristin Bull)

For Michigan's workforce to keep pace with the evolution of advances in automation and technology, leaders of business, education, philanthropy and public policy must collaborate - and that collaboration must be long-term. That was the consensus of a panel of experts who discussed Wednesday how to best align the state's industry and workforce needs.

The panel, "Training for the Future: Aligning Michigan's Industry and Workforce Needs," kicked off the first day of the 2018 Mackinac Policy Conference, and endeavored to answer the question at the heart of one of the three Conference pillars: Is Michigan Prepared? They also agreed that although the future of Michigan's automated workforce is uncertain, it is not necessarily scary. In the next 12 years, one-third of Michigan jobs will see 70 percent of tasks change because of automation, said Mark Muro, senior fellow and policy director of the Brookings Institution's Metropolitan Policy Program. That change doesn't automatically mean workers will be displaced. Workforce training challenges are especially prevalent in underserved populations.

[\[IL\] Police: Joliet Job Corps student threatens school worker \(Joliet Herald-News\)](#)

(5/30/2018 7:25 PM, Felix Sarver)

A Joliet Job Corps student allegedly got into an altercation with another student, screamed at several other students and threatened to attack a worker at the school, police said. At close to 1:20 p.m. Tuesday, Demi M. Bayler, 21, of the 21900 block of Jeffrey Avenue in Sauk Village was arrested and charged with assault and disorderly conduct in connection with the incident.

A 32-year-old female worker at Joliet Job Corps, 1101 Mills Road alleged to police that Bayler got into an altercation with another student while in the cafeteria of the building, Joliet Deputy Police Chief Ed Gregory said in an email. As the worker was escorting Bayler to her dorm to retrieve her belongings, she allegedly lunged at another student passing through the hallway and screamed at several other students. Bayer also allegedly balled her fists and threatened to cause bodily harm to the worker. As a 42-year-old male security guard arrived at the scene, he reportedly heard and saw Bayler's aggressive actions and removed her to her dorm to retrieve her property because she had been expelled from the program, Gregory said. Joliet Job Corps is an education and career technical training program administered by the U.S. Department of Labor.

[\[NE\] Rural America Has Jobs. Now It Just Needs Housing \(Wall Street Journal\)](#)

(5/30/2018 5:30 AM, Shayndi Raice)

Austin Steinbach said he was "dead set" on moving to this rural farming town for a job that offered benefits, a \$500 signing bonus and a higher wage. But the 25-year-old father of two had to turn it down after a week-long search with his wife for a home failed to turn up anything livable or in their price range. "What they offered out there was great, but I can't afford to move because I can't afford to rent a house there," he said. Instead, Mr. Steinbach will stay in Creston, Iowa, where he supports his family earning \$2 less an hour power-washing farm equipment and has no benefits.

Fewer homes are being built per household than at almost any time in U.S. history, and it is even worse in rural communities. Developers in less populated areas can't tap into the economies of scale available in urban centers, making materials and labor more expensive. Rural areas are also seeing their populations stagnate or decline as younger people opt for urban living, adding to the gamble involved in speculative building. "As a developer or builder, you have to think hard about whether the risk is worth the reward," said K.C. Belitz, president of the Columbus Area Chamber of Commerce. "For a lot, it isn't."

[\[KS\] Human trafficking victim, forced to work 10 years for no pay, awarded \\$8 million by federal judge \(Washington Post\)](#)

(5/30/2018 5:00 AM, Tom Jackman)

A woman who was trafficked for 10 years as an unpaid laborer in various cities across the United States has been awarded nearly \$8 million in damages by a federal judge in Kansas, believed to be the largest trafficking-related verdict in U.S. history. Kendra Ross, now 27, said she was victimized by a group originally called the United Nation of Islam, which in 1978 split from the Nation of Islam headed by Louis Farrakhan. The group later changed its name to The Value Creators, with headquarters in Kansas City, Kan., and business and residential properties in seven other cities around the country.

For ten years, Ross was forced to work in the group's bakeries or restaurants and live in its homes, was separated from her mother at age 12 and ordered to marry another group member at 20, a judge in Kansas City, Kan., found. She was also shipped against her will from Kansas City to Atlanta, then to Newark, Harlem, Tennessee and Ohio before escaping from the group at age 21, her lawsuit stated. The Value Creators is headed by Royall Jenkins, who did not return messages seeking comment. Jenkins allegedly issued strict orders governing every aspect of his group members' lives, from where they lived and worked to how they spoke, what they ate and whom they married. The members were denied proper health care and children were educated in the group's uncertified schools, Ross alleged. Jenkins filed one jumbled document in the case but otherwise did not respond to the suit, and a default judgment was entered against him.

[\[TX\] Stolen Youth: Modern-Day Slavery in Texas \(Texas Monthly\)](#)

(5/30/2018 1:21 PM, R.G. Ratcliffe)

The number of human trafficking victims who enter the U.S. each year is difficult to track (estimates range from 14,000 to 18,000), though many of them enter legally, as Kachepa did, on U.S. visas. For Kachepa, it took almost two years for him to extricate himself from servitude. An American family then helped him enroll in public school and straighten out his legal status. Restoring his ability to trust other people was a harder task. "It took me a long time to trust that lady, my mom, but she in a way earned my trust," he said, pointing to Sandy Shepherd, the woman Kachepa now refers to as his American mother, who was sitting in the front row. "Eventually I began to see the good in her, and we started talking. It was not easy, as she can tell you."

The other members of his choir ended up scattered across the country, from St. Louis, Missouri, to Lewisville, Texas. Three of them ultimately returned to Zambia. TTT never paid the back wages it owed to at least 67 current and former choir members, so in December 1999 the Department of Labor filed a lawsuit in federal court in the Eastern District of Texas and eventually sought some \$966,442.68 in back wages and damages. In December 2000, the court rendered a default judgment against TTT, but according to multiple sources, none of that money has ever been recovered for the singers. When I reached out to Barbara Martens, she declined to speak to me.

[Editorial Note: Consult source link for details.]

[\[TX\] Wolff announces military transition partnership with North Chamber in State of the County speech \(San Antonio Express-News\)](#)

(5/30/2018 4:13 PM, Jasper Scherer)

Bexar County netted 34,000 new jobs and saw a lower unemployment rate than most of Texas last year, but the county has work to do in creating a "Choice-driven" public transit system and spurring workforce development, County Judge Nelson Wolff said Wednesday.

Wolff, in his State of the County address to about 500 guests at a North San Antonio Chamber of Commerce luncheon, revealed plans for a county-funded partnership with the chamber in which veterans and their families at the county's transition center will be connected with employers and job training agencies for free. "One of the

best opportunities lies with the veterans that are transferring out of the military," Wolff said. "We want those veterans after they're discharged to stay in Bexar County."

[\[CO\] Some Coloradans' landscaping will have to wait because of an immigration policy decision \(KUSA-TV NBC 9 Denver\)](#)

(5/30/2018 10:22 PM, Marshall Zelinger)

When immigration issues literally end up in your backyard, suddenly everyone becomes an expert on what H-2B means. H-2B is the temporary workers visa that allows U.S. businesses to hire temporary foreign workers when those businesses are unable to find U.S. citizens to fill those jobs. The businesses that qualify for H-2B workers include landscaping, hotels and ski resorts. To qualify for H-2B workers, businesses must have exhausted efforts to find U.S. citizens to do the work.

The H-2B program started in 1952 and Congress currently allows 66,000 visas to be issued; 33,000 between Oct. and Apr. and 33,000 between May and Sept. On Friday, the Department of Homeland Security authorized 15,000 additional H-2B visas for this current term. "We normally rely on the H-2B visa program, and this year the limit was hit early on. We have no workers, so we're missing about 40 guys," said Singing Hills Landscape owner Mike Leman. "This year we applied for 42 positions and had zero applicants." Leman owns a landscaping company in Aurora that is already behind in a month he usually starts making a profit.

[Editorial note: View video at source link]

Child Labor

[\[NJ\] Three Union County McDonald's fined for child labor violations \(Union News Daily\)](#)

(5/30/2018 10:32 AM, Rebecca Panico)

Three McDonald's restaurants in Union County and eight others in the state were found to be in violation of child labor laws after a federal Department of Labor investigation, officials announced May 18. S&P Enterprises, the McDonald's franchisee, paid \$8,829 in penalties to "resolve" the violations, federal officials said. The three Union County locations were in Rahway, Roselle and Elizabeth, and the others were located in Bergen, Morris and Passaic counties.

The U.S. Department of Labor's Wage and Hour Division investigation found that S&P Enterprises employed 16 minors, ages 14 and 15, who worked after 7 p.m. during the school year and more than three hours on a school day. The minors also worked more than eight hours on a non-school day and more than 18 hours during a school week, according to a U.S. Department of Labor release. "Child labor laws protect the educational opportunities of minors, and ensure that their employment does not come at the expense of their health or well-being," WHD Northern New Jersey District Director John Warner said in a statement. "This case demonstrates how child labor violations can occur when front-line supervisors do not comply with the law's requirements, and fail to monitor minor employees' hours."

Immigration

[These Indian Women's Lives Are Frozen By American Immigration Laws \(Huffington Post\)](#)

(5/30/2018 7:00 AM, Carol Kuruvilla)

On the evening of Feb. 22, 2017, Sunayana Dumala heard a knock on the door of her home in Olathe, Kansas, that would change her life. Two police officers entered her house to break the news that her husband, Indian engineer Srinivas Kuchibhotla, had been shot dead. Dumala lost her soulmate, friend and confidant to a suspected hate crime. But in addition to her psychological turmoil, Dumala had another reality to contend with: She had just lost the one person whose life tied her to the United States.

With the help of her congressman and other supporters, Dumala was eventually able to get her own H-1B visa. But not everyone has that kind of access to people who can help. Dumala's story highlights the uncertainty faced by thousands of other Indian women in the U.S. Ninety percent of adult H-4 visa admissions are women, according to The Guardian. State Department data suggests that in fiscal year 2017 alone, 86 percent of H-4 visas were issued to Indian nationals. Most H-4 wives are generally prohibited from working or obtaining a Social Security number which in turn makes it more complicated to open a bank account or get a driver's license.

[Trump Administration's H-1B Visa Fraud Hotline Received More Than 5,000 Tips in One Year \(Newsweek\)](#)

(5/30/2018 8:46 AM, Chantal Da Silva)

U.S. Citizenship and Immigration Services (USCIS) has received, as of May 21, more than 5,000 tips reporting H-1B visa fraud and abuse through an email helpline set up under the Trump administration, spokesperson Philip Smith told Newsweek. The email address reporth1babuse@uscis.dhs.gov was set up by the Fraud Detection and National Security Directorate (FDNS), which fronts USCIS's efforts to combat immigration fraud, after President Donald Trump signed his "Buy American, Hire American" executive order last year.

[Trump needs to fire these two people now to fix immigration \(Washington Examiner\)](#)

(5/30/2018 3:54 PM, Ryan Girdusky)

Longtime Trump supporters tout the phrase "promises made, promises kept," and surely President Trump has kept many of his campaign pledges including cutting taxes, appointing conservative judges, and growing the economy. But on his most important issue, immigration, Trump has fulfilled only a few of the commitments he made. Despite the importance of immigration, Trump has yet to deliver on his promises like building a border wall, enacting mandatory E-Verify, creating a merit-based immigration system, or ending the Diversity Visa Lottery.

While Trump's legislative agenda has been stalled, the number of border crossings has escalated to the highest level since 2014, according to U.S. Customs and Border Protection. There are also negative economic consequences on Trump's working-class base. Even though millions of jobs have been created in the U.S. over the last year, more than 45 percent of new hires were foreign-born workers, reported the Department of Labor Statistics in April.

[Asylum Loopholes Deliver 400,000 Migrants to U.S. Employers \(Breitbart\)](#)

(5/30/2018 11:04 AM, Neil Munro)

Congress' border loopholes for asylum seekers have delivered more than 400,000 additional migrants into Americans' workplaces, reducing free-market pressure on employers and investors to raise wages for blue-collar Americans. The 400,000-strong population of asylum seekers "is a huge thing — it is almost half of our legal immigration flow per year," said Rosemary Jenks, policy director at NumbersUSA. "It is more than the number of agricultural guest-workers [H-2as] that we hand out [each year], plus the number of H-2Bs [visa workers], plus the annual number of H-1Bs [visa workers]," she said.

The asylum seekers "are competing for construction jobs and service-industry jobs against the poorest Americans — including the recent legal immigrants — and of course the employers gain," she said. The 400,000 number was provided by an official to Breitbart News, and it is equal to one-tenth of the 4 million young Americans who join the workforce each year.

[AmericanHort welcomes H-2A improvement initiative \(HortiDaily\)](#)

(5/30/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to

streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. "...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers," the Cabinet secretaries' statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. "H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse," said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. "A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow," he added.

[Insights: How to Prepare for Rescission of H-4 Employment Program \(National Law Review\)](#)

(5/30/2018 12:22 PM, Otieno B. Ombok)

The U.S. Court of Appeals for the D.C. Circuit, at the government's request, has been holding a case on the viability of H-4 EADs in abeyance for about six months. The government said it planned to make significant revisions to its proposal to eliminate H-4 EADs. In its Spring 2018 Regulatory Agenda, DHS announced the expected date of publication for its proposal to rescind the ability of certain H-4 spouses to obtain EADs is June 2018 – less than one month away.

There are approximately 100,000 spouses of H-1B workers employed on H-4 EADs. These spouses, mostly women, are often highly skilled workers who simply are unable to obtain one of the limited number of H-1B visas available annually. They are also entrepreneurs building businesses and creating jobs in the United States. Taking away their ability to work will affect not only their families' finances, but also U.S. companies' ability to compete for the "best and the brightest" internationally. Given the uncertainty, eligible applicants should apply for and, if possible, renew H-4 EADs expeditiously.

[Work continues to improve H-2A visa program \(High Plains Journal\)](#)

(5/30/2018 11:00 AM, Staff Report)

When President Trump addressed the American Farm Bureau Federation in January of this year, he reminded the audience that his commitment to our farmers has been clear since the day his Administration began: "From that day on, we have been working every day to deliver for America's farmers just as they work every single day to deliver for us." In keeping with that commitment, our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program—reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers.

The Trump administration is committed to modernizing the H-2A visa program rules in a way that is responsive to stakeholder concerns and that deepens our confidence in the program as a source of legal and verified labor for agriculture — while also reinforcing the program's strong employment and wage protections for the American workforce. In addition, by improving the H-2A visa program and substantially reducing its complexity, the administration also plans to incentivize farmers' use of the E-Verify program to ensure their workforce is authorized to work in the United States. As the agencies tasked with administering or facilitating the H-2A visa program, and thus closest to farmer and labor stakeholders, the Departments of State, Agriculture, Labor, and Homeland Security are embarking on a process to modernize the H-2A visa program by clarifying and improving the regulations governing the program. We look forward to delivering a more responsive program soon.

[\[MA\] Cape Businesses Consider Puerto Rico as a Source for Seasonal Workers \(WCAI-FM 90.1 Woods Hole\)](#)

(5/30/2018 10:00 AM, Sarah Tan)

Since the Trump administration began instating a cap on H-2B visas, the visas often used by businesses to hire seasonal foreign workers, many companies on the Cape have struggled to find summer employees. Though a recent raise in the cap is expected to add an additional 15,000 H2B workers nationally, some are looking towards Puerto Rico as a way to fill vacancies. These are business owners like Bob Maffei of Maffei Landscaping in Mashpee. Maffei has always needed to hire extra help for his landscaping company in the summer, but after 20 of his regular H2B visa workers were declined this year, he needed to look elsewhere. "The H2b program is something we've invested in heavily in the past, and this year we just weren't able to get our visas back," he said.

This year, a lottery system was used to choose which H-2B visa workers could return for the season, and none of Maffei's were chosen. "So although we made a tremendous investment with employees from Jamaica, we were left without any opportunity to bring them back, so being short so many employees we had to find some sort of alternative to replace them," he said.

[Editorial note: Listen to audio at source link]

[\[MA\] H-2B program leaves Island employers shorthanded \(Martha's Vineyard Times\)](#)

(5/30/2018 2:30 PM, Brittany Bowker)

Island employers continue to struggle staffing their businesses due to the H-2B visa cap. Last year under the Trump administration, the number of seasonal foreign workers allowed in the country dropped to 33,000 from over 80,000 the previous year.

An additional 15,000 H-2B visas were granted by the Department of Homeland Security over the weekend, but it is yet to be determined whether this increase will help businesses on Martha's Vineyard. "It's inadequate," Congressman Bill Keating told The Times. According to Keating, the cap increase represents only about 30 percent of the demand for foreign workers. "That number has been determined by the Department of Labor," Keating said. "It's not arbitrary."

[\[MD\] Rep. Andy Harris Seeks Solutions with Seafood Owners for H-2B Visa Lottery Flaws \(WBOC-TV 16 Salisbury\)](#)

(5/30/2018 5:51 PM, Brooke Reese)

Representative Andy Harris visited Lindy's Seafood in Woolford on Wednesday afternoon to discuss issues local seafood leaders have with the H-2B lottery system. Harris discussed a couple of possible solutions for next year to improve some of the flaws business owners see with the new program. One of which, includes rationing all lottery distribution so that every business gets a portion of the needed seasonal workers. Another, is to classify the pickers as H-2A workers to eliminate the capped number of visas.

Aubrey Vincent, owner of Lindy's, says the lottery system puts some businesses in a bad position without workers, while others are fully staffed for the season. Harris says before thinking about how to change the lottery for next year, he is trying to save what's left of this crabbing season for the local businesses suffering. A part of the discussion on Wednesday also included potential timelines on when the extra 15,000 workers, announced on Friday, could get into some of these vacant crab houses.

[\[KY\] Tobacco Farm Owner Debarred From H-2A Visa Program \(Law360\)](#)

(5/30/2018 7:41 PM, Suzanne Monyak)

The U.S. Department of Labor said Tuesday that it had debarred the owner of a Kentucky tobacco farm from applying for seasonal temporary work visa certification for three years after investigators found that the farm had violated the program's visa certification requirements. The Labor Department's Wage and Hour Division ordered Christopher Lee Smith Farms to pay a \$35,755 civil penalty as well as \$58,820 in back wages to its employees

for failing to give its immigrant employees the required minimum wage and to reimburse them.

Working Women

[The State of the U.S. Labor Market for Mothers: Pre-May 2018 Jobs Release \(Center for American Progress\)](#)
(5/30/2018 1:09 PM, Daniella Zessoules, Annie McGrew & Michael Madowitz)

Today is Moms Equal Pay Day—the day up until which the average mother would have to work to make as much as the average father made in the previous year. This year, Moms Equal Pay Day falls just two days before the U.S. Bureau of Labor Statistics releases employment numbers for the month of May. Before the new numbers come out, this column analyzes the current state of mothers in the labor market. Mothers make less, on average, than fathers across states, education levels, occupations, and mothers' ages, and researchers have found that motherhood contributes significantly to the gender pay gap. This phenomenon is known as the "motherhood wage penalty," in which women with children face greater wage penalties compared with women who do not have children, resulting in lower wages, while fathers receive a wage premium when they have children.

While overall, full-time, year-round working women make 80 cents to a man's dollar, mothers make only 71 cents to a father's dollar. Additionally, recent research from the U.S. Census Bureau found that the spousal earnings gap for opposite-sex married couples doubles between the two years before the birth of a first child and the year after that child is born; the gap continues to grow for the next five years. Race exacerbates these pay inequities: Black/African American and Hispanic/Latina mothers make about half of what white fathers make, and Native American mothers with young children make even less—47 percent—when compared with white fathers with young children.

Wages & Compensation

[Walmart Says It Will Pay for Its Workers to Earn College Degrees \(New York Times\)](#)
(5/30/2018 9:36 AM, Michael Corkery)

Walmart will begin offering to subsidize college tuition for its 1.4 million workers in the United States, joining a growing list of companies that are helping employees pay for higher education as a perk in a tight labor market. The giant retailer said it would pay tuition for its workers to enroll in college courses, online or on campus, to earn degrees in either supply chain management or business. Full- and part-time Walmart workers can use the subsidy to take courses at the University of Florida; Brandman University in Irvine, Calif.; and Bellevue University in Bellevue, Neb.

The three universities were chosen because of their high graduation rates, particularly among part-time students, and their experience with those already in the work force, Walmart executives said. The Walmart employees will not be obligated to continue working for the company after they get their degrees, and must put up only \$1 a day toward the cost of classes. "We feel like this is another step forward in investing in our associates," said Julie Murphy, an executive vice president in Walmart's United States operation.

[Walmart to Pay Certain College Costs for U.S. Store Workers \(Wall Street Journal\)](#)
(5/30/2018 2:49 PM, Sarah Nassauer)

Walmart Inc. will subsidize online college tuition at three schools for its U.S. store workers as the country's largest private employer looks to attract and retain talent in a tight labor market.

The retail giant, which has more than 1.5 million employees in the U.S., said Wednesday it would cover the cost of college tuition and other fees for part-time and full-time workers, after factoring in other financial aid and a \$1 daily employee contribution. Walmart will initially offer to pay for degrees in supply chain management and

business, perhaps adding other degrees in the future. "A lot of employers that have done this have seen an uptick in their application flow," Drew Holler, vice president of associate experience for Walmart, said at a conference Wednesday. "At the end of the day it's going to increase our associate base" and increase retention, he said.

[Walmart announces new college education program for employees \(The Hill\)](#)

(5/30/2018 12:35 PM, Luis Sanchez)

Walmart on Wednesday announced that it would pay for its employees to get a college education with the employee only spending \$1 a day for their studies, The Washington Post reported. The retailer said it will cover the cost of tuition, books and fees at three partnering universities as long as employees get their degrees in business or supply-chain management, according to the Post.

Walmart, the country's largest private employer, will offer its employees a chance to earn associate's and bachelor's degrees. Walmart and Sam's Club's 1.4 million part-time, full-time and salaried employees will be eligible for the new program. The program is intended to improve retention rates and engagement at work while attracting new talent. With record-low unemployment, retailers like Walmart have struggled to attract and retain workers.

[Walmart unveils a new employee perk: College tuition \(CNBC\)](#)

(5/30/2018 9:15 AM, Lauren Thomas)

Walmart hopes that helping send its workers back to college will keep them with the company. The nation's biggest private employer announced Wednesday morning, at the start of its annual shareholders meeting in Bentonville, Arkansas, that it will begin subsidizing the cost of higher education for its employees who've yet to earn a college degree. Starting Wednesday, they will be able to enroll and study at either the University of Florida, Brandman University or Bellevue University. To make this possible, Walmart is partnering with Guild Education, a tuition reimbursement and education platform that helps large employers extend education benefits, including tuition reimbursement, to workers.

The news of this program comes as many businesses in the U.S. today face a tighter labor market, and competition for the best talent is intensifying. Chains like Starbucks and Chipotle have started offering similar education perks to get workers to stick around.

[Walmart will pay for its 1.4 million U.S. workers to go to college \(CNBC\)](#)

(5/30/2018 1:06 PM, Abigail Hess)

Walmart is the biggest employer in the world, with approximately 2.3 million employees worldwide. On Wednesday, the behemoth retailer announced that it would offer subsidized higher education for all 1.4 million of its employees in the U.S., including full-time, part-time and salaried Walmart and Sam's Club workers. The cost to workers will be just \$1 a day. This small investment is a way to increase completion rates says Erica Jones, Walmart's senior manager of communications.

"What research has found is that when people have a personal investment in their education and in empowering and engaging themselves, they're more apt to finish," she explains to CNBC Make It. "So that \$1 a day is kind of that skin in the game. They're essentially having their education paid for but it's also their own investment." Indeed, at just \$365 a year, the cost of earning a college degree for a Walmart employee is less than the average cost of a single college credit.

[Walmart's perk for workers: Go to college for \\$1 a day \(CNN\)](#)

(5/30/2018 2:57 PM, Katie Lobosco)

Going to college just got a lot less expensive for Walmart workers. Under a new benefit program, employees will pay just \$1 a day to earn a degree, the company said Wednesday. Walmart will cover the remaining cost for

tuition, fees and books.

All Walmart and Sam's Club workers in the US will be eligible as soon as they've been with the company for 90 days. It applies to all part-time, full-time, and salaried employees. For now, the degree choices are limited to an associate's or bachelor's degree in either business or supply chain management, but the company may offer more choices in the future, a spokesperson said. Workers must pursue the degree at one of three colleges: the University of Florida, Brandman University or Bellevue University. All three schools have online, accredited programs tailored for working adults.

[Why Walmart Is Paying for Its Employees to Go to College \(The Atlantic\)](#)

(5/30/2018 1:27 PM, Adam Harris)

On Wednesday, Walmart announced that it would offer to pay, at least in part, for its 1.4 million employees in the United States-part-time, full-time, and salaried-to go to college, with some restrictions. Here's what Walmart's plan looks like: Employees will be able to earn their associates or bachelor's degrees in either business or supply-chain management, and Walmart will pay for any upfront costs after financial aid, including tuition, books, and fees, which they say will eliminate the need for a loan. Recipients can attend any of three institutions selected for, according to Walmart, their emphasis on adult students: the University of Florida, Brandman University in California, and Bellevue University in Nebraska.

For their part, employees will have to pay the equivalent of \$1 per day to Walmart as a sort of co-pay and there does not appear to be any requirement for employees to stay with the company once they have completed their degree-a feature of several other employer-sponsored tuition-assistance programs. The move to help its employees go to college looks good for a company that has been pilloried over the years for its low wages, lack of room for career growth, and stingy benefits. Offering tuition assistance to employees is another step toward making the company more worker-friendly.

[Walmart offers free tuition to U.S. workforce \(San Francisco Chronicle\)](#)

(5/30/2018 10:12 AM, Alexander Soule)

Walmart, the nation's largest employer with some 2.3 million people, will offer its workers free college tuition at a trio of schools, including for online coursework. Employees can enroll for \$1 a day at the University of Florida, Bellevue University in Nebraska or Brandman University in Irvine, Calif., with Walmart promising to add more nonprofit schools.

Walmart is administering the program through Guild Education, a Colorado startup that has additional partnerships with the University of Denver and Wilmington University in Delaware. Other companies enrolled in Guild education programs include Lowe's, Chipotle Mexican Grill, Discover, Lyft and Taco Bell.

[Why We're Offering Associates a Path to Debt-Free College \(Walmart Corporate\)](#)

(5/30/2018 10:00 AM, Beth Harris)

Carl Beckman, a store planning project manager in Michigan, is going back to college. What's different this time around? He has the support of a new program backed by Walmart that will make it easier for him to work full time and be successful in school. "I'd tried to go back about a year ago, but the program I was following just wasn't easy for someone working full time," Carl said. "With this new program, the beginning process was pretty straightforward. My advisor has helped me every step of the way, so I knew what I needed to do and how to do it. I felt very supported."

The program is a partnership between Walmart and Guild Education that prepares associates to advance in the jobs of today – and the future. These new benefits include college credit for Walmart Academy training and options for associates to earn a college degree without incurring student loan debt.

[What to Watch on Jobs Day: Signs of stronger wage growth that will eventually improve Americans' living standards \(Economic Policy Institute\)](#)

(5/30/2018 4:51 PM, Elise Gould)

Although in last month's jobs report we saw a fall in the unemployment rate accompanied by a drop in labor force participation—which showed the unemployment rate dropping for the wrong reasons—the longer-term trends suggest that displaced workers continue to return to the labor market. This is to be expected as the labor market improves, and what we've been expecting for years. The unemployment rate of 3.9 percent seems to be overstating the strength of the labor market given how many sidelined workers appear to want jobs. Furthermore, upwards of 70 percent of the newly employed are coming from out of the labor force as opposed to those “actively” looking for work, that is, among those officially counted in the U3 unemployment rate. We only need to look as far as nominal wage growth to know that we are not yet unambiguously at full employment. Employers and workers alike seem to recognize the slack out there and workers still do not have sufficient leverage to bid up their wages. Year-over-year nominal wage growth has averaged 2.6 percent over the last couple of years, consistently below target levels.

Unfortunately, nominal wage growth for private-sector workers found in the monthly jobs report's payroll survey offers only a limited view on wage growth in the economy today. One of the major benefits of a full employment economy is that wage growth isn't simply strong for workers at the top of the wage distribution or for workers with more educational attainment, but that it allows low-wage workers to make gains as well. To get finer-grained estimates of what's happening to wage growth for particular groups of workers, we have to turn to the Current Population Survey Outgoing Rotation Group (ORG). The ORG is a household-based survey, not an employer-based one like the payroll survey, which each month provides widely reported estimates of job growth and wage growth for private-sector workers. This is important because this means the ORG can not only ask questions of wages, but also make comparisons of wages across the wage distribution. Adding to that information gleaned from the Current Population Survey Annual Social and Economic Supplement (CPS ASEC) allows for comparisons about incomes, notably information on poverty rates.

[Companies hiking wages amid shortage of truck drivers, carpenters \(Fox Business\)](#)

(5/30/2018 2:56 PM, Matthew Rocco)

Employers continue to report a tough time finding qualified workers in a wide range of specialized occupations, according to the Federal Reserve's survey of businesses.

In its monthly Beige Book, the Fed said companies have faced a shortage of truck drivers, carpenters, electricians, painters and other trades. Many employers responded in the last month by raising wages and improving their overall compensation packages. Businesses in some of the Fed's 12 districts expect employment and wage gains in the coming months.

[Finally giving the middle class the pay raise they deserve \(Boston Globe\)](#)

(5/30/2018 3:44 PM, Ro Khanna)

Earlier this year, a casual reader would have seen headlines declaring that the economy is booming in certain big, coastal cities like San Jose or Boston. The business sector also had articles reporting “Stocks finish at record highs” and “S&P 500 has best start to a year.” There is no doubt that our nation's wealthiest have done well. But working families have seen their incomes stagnate across the country, including in those very coastal regions whose growth is leading our technology economy. Between 2005 and 2014, 81 percent of US households saw their wages remain flat or decline. That percentage has not fallen much in recent years.

In fact, income inequality is a particularly acute challenge in booming tech towns. Many teachers, nurses, firefighters, and electricians can no longer afford to live in cities where rent is nearly \$2,500 for a one-bedroom apartment. In Silicon Valley, the gap between the haves and have-nots has widened. While top earners have seen their income increase by more than \$60,000, nearly a third of households don't earn enough to meet their

basic needs without assistance. Boston is currently building offices and hotels to support new tech businesses; like these other tech-boom regions, the city will need to be affordable for the service people who work in those buildings.

[Fighting Back Against Mom's Wage Gap \(Jewish Woman Magazine\)](#)

(5/30/2018 11:54 AM, Steph Black)

That's right. Your mother. Selfless and loving, is being discriminated against. Today, May 30th 2018, is the day that a mother will have finally earned enough to catch up to a father's paycheck from 2017. By the time a father has earned \$1 in 2017, your mother will have to work an additional 71 days to earn the same amount, which is why we 'celebrate' Mom's Equal Pay Day today on May 30th. And since that 71% is the average for all mothers (which is \$16,000 less than fathers) in the United States, this number can vary wildly based on the state she works in and her race.

The wage gap also persists across educational and age levels. Regardless of what level of education (from a high school degree to a doctorate) moms will earn less than dads. And the wage gap gets wider with age: moms in their forties will earn only 72 cents for every dad at that age's dollar. Unsurprisingly (but still disappointingly), moms of color will make even less than white dads. Asian/Pacific Islander mothers nationwide are paid just 85 cents for every dollar of white fathers. Black mothers make 54 cents. Native mothers make an abysmal 49 cents. And white mothers earn 69 cents. And with the highest gap, Latina mothers will earn just 46 cents for every white father's dollar.

[\[MA\] AG fines firms for ducking prevailing wage \(Bay State Banner\)](#)

(5/30/2018 12:00 PM, Staff Report)

Three Massachusetts construction companies have been cited more than \$155,000 in restitution and penalties for failing to pay the proper prevailing wage rate for work performed on public works projects and for other violations of state wage laws, Attorney General Maura Healey announced today.

"Employers working on public projects have a duty to treat workers fairly and pay them what they are due," said Healey. "My office works hard to uphold the prevailing wage laws because Massachusetts residents deserve to know their tax dollars are spent appropriately."

[\[NY\] Workers Divided on the Proposed Change to the Tipped Wage \(City Limits\)](#)

(5/30/2018 6:34 AM, Isaac Carey)

Under the current system, employers can pay tipped workers a base wage below the minimum wage, allowing tips to make up the rest of the paycheck. If Cuomo's proposal goes through, however, tipped workers would earn the standard minimum wage, just like a cashier at Target or a fry cook at McDonalds. Of course, customers would still be able to leave tips for service, but the tips would be purely a bonus.

However, not all tipped workers are cheering the move. At a recent public hearing in Long Island for the proposed rule, groups of restaurant workers came out in vocal opposition. They worried if they earned minimum wage, customers would stop leaving tips and their incomes would drop. As one of the many nail technicians in attendance stood up to give her testimony, a group of restaurant workers started chanting "Servers! Servers! Servers!" as if it were a high school basketball game. As more and more nail technicians and car washers spoke, some restaurant workers booed or made sarcastic comments. "We feel we should be separated from nail technicians and other workers like that," says Angela Collazo, a server who attended the hearing to oppose the proposed rule change.

[\[NY\] Schenectady Carpenters Picket for Prevailing Wage \(Labor Press\)](#)

(5/31/2018 12:00 AM, Steve Wishnia and Neal Tepel)

Union construction workers picketed the partially built Electric City Apartments complex here on May 23,

charging that a nonunion subcontractor on the state-subsidized project is paying workers significantly less than the prevailing wage.

The Northeast Regional Council of Carpenters found out that framing subcontractor Bellevue Builders Supply is paying its workers an average of \$25 an hour, spokesperson Tony Bianchini said, and only some of them are getting health and retirement benefits. Union scale for journeyman carpenters belonging to Local 291 in Albany is about \$31 an hour plus about \$21 worth of benefits.

[\[MD\] More employers offering paid summer internships, despite federal rule changes to make it easier to hire unpaid interns \(Baltimore Sun\)](#)

(5/31/2018 5:00 AM, Lorraine Mirabella)

The nearly 100 interns arriving at Under Armour's Locust Point campus from colleges around the country this summer will meet top executives, help design and sell sports apparel and learn to solve business challenges, all while earning a paycheck. Summer interns at M&T Bank, Travelers Insurance and Johns Hopkins also are getting paid.

New federal guidelines have made it easier than ever for employers to count interns as non-employees — and not pay them. But despite the changes, more employers are offering interns wages to go with the experience they gain. Bryan Kaminski, Under Armour's director of university programs and recruiting, says paying the equivalent of entry-level salaries to interns, whom the company views as an extension of full-time workers, helps make those positions accessible to more people. This year more than 17,000 students applied for 98 spots.

[\[KY\] Farmer disciplined for failing to pay foreign workers \(Lexington Herald-Leader\)](#)

(5/31/2018 3:06 AM, Staff)

Federal labor officials say a Kentucky farmer has been disciplined for failing to properly pay foreign workers. The U.S. Department of Labor said Tuesday that Christopher Lee Smith has been barred from applying for certification to request temporary foreign workers under visa program for three years. Investigators say Smith, who owns a farm in Glasgow, failed to reimburse workers for transportation and for their visa expenses.

Investigators said Smith did not pay workers the required minimum wage and failed to pay them on time. Investigators found Smith owed \$58,820 in back wages to 14 employees. The H-2A temporary agricultural program allows employers who anticipate a domestic worker shortage to bring non-immigrant foreign workers to the U.S. on a temporary or seasonal basis.

[\[MI\] Court denies challenge to prevailing wage repeal petition \(Detroit News\)](#)

(5/30/2018 2:39 PM, Beth LeBlanc)

An attempt to stop a ballot initiative that seeks to repeal the state's prevailing wage law has fallen on deaf ears in the Michigan Supreme Court. In a brief order issued Thursday, the state's highest court denied a request to hear an appeal from the pro-union group Protect Michigan Jobs "because we are not persuaded that the questions presented should be reviewed by this Court."

The Board of State Canvassers is expected to meet Friday to consider the ballot petition. The board deadlocked 2-2 in late April when asked to approve the ballot proposal, but the Michigan Court of Appeals in early May ordered the canvassers' board to certify the petition. The 1965 law requires contractors to give union-level pay and benefits to construction workers for projects funded by the state government. Repeal supporters, including the ballot committee Protecting Michigan Taxpayers, argue the law inflates construction costs for taxpayers, and people in favor of maintaining the current law say a repeal would lower wages and limit training programs they fund.

[\[MI\] Michigan Supreme Court gives boost to prevailing wage bill \(Detroit Free Press\)](#)

(5/30/2018 1:29 PM, Associated Press)

Citizen-initiated legislation to repeal Michigan's prevailing wage law will proceed after the state Supreme Court denied an appeal filed by opponents of the bill. The court on Wednesday said it was not persuaded it should consider the questions presented, letting stand an appeals court order for the elections board to certify the ballot measure. The law requires that higher "prevailing" union-scale wages are paid to workers on state-financed construction projects such as schools.

The Board of State Canvassers is expected to meet Friday to certify the repeal bill. Then the Republican-led Legislature will have 40 days to enact it or lawmakers could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which would not need Gov. Rick Snyder's signature.

[\[MI\] Prevailing Wage Bill to Proceed After Court Declines Appeal \(US News & World Report\)](#)

(5/30/2018 1:17 PM, David Eggert - Associated Press)

Michigan lawmakers could begin voting as soon as next week on veto-proof legislation to repeal Michigan's prevailing wage law after the state Supreme Court on Wednesday denied an appeal filed by a union-backed group opposing the measure. In a brief order, the justices said they were not persuaded to consider questions raised by Protect Michigan Jobs, a union-backed group opposing the initiated bill. That means an appeals court decision ordering certification of the proposal by the state elections board stands.

The bipartisan Board of State Canvassers will meet Friday. It had deadlocked in April, when Democrats voted "no" after the opposition raised objections that 18 paid circulators provided fraudulent addresses. Once the ballot initiative is certified by the board, the Republican-controlled Legislature will have 40 days to enact it or legislators could let it proceed to the November ballot. GOP legislative leaders have indicated they want to pass the legislation, which was organized by nonunion contractors as a citizens' initiative because Republican Gov. Rick Snyder previously threatened to veto repeal bills in the House and Senate. The initiated measure could become law without his signature.

[\[MI\] University of Michigan lecturers continue push for increased salaries as contract ready to expire \(Ludington Daily News\)](#)

(5/30/2018 11:56 AM, Micah Walker)

Over 100 lecturers from the University of Michigan-Ann Arbor, Dearborn, and Flint, as well as their allies, crowded a conference room at the UM-Dearborn's Fairlane Center campus for the university's Board of Regents meeting May 17. The meeting was the latest attempt from the Lecturers' Employee Organization's months-long battle for higher pay. According to the UM-Ann Arbor website, negotiations for the current contract began in October 2017 and resumed this month.

The original agreement expired April 20 and is usually renewed automatically. However, during a bargaining session April 29, the university decided to cancel the contract if a new deal is not reached by May 29. There are about 1,700 full and part-time lecturers on all three Michigan campuses, with 285 teaching at the Dearborn campus. Their contract was not discussed by the Board of Regents during the meeting. Instead, board members focused on approving future projects such as a \$4 million renovation in the east hall of the Department of Psychology building and the construction of a \$19 million, 24,000 square foot dance and performing arts center, both on the Ann Arbor campus.

[\[MN\] Surly tip-pooling settlement has a ripple effect \(Southwest Journal\)](#)

(5/30/2018 1:12 PM, Michelle Bruch)

Surly Brewing Company wasn't the state's first tip-pooling case. But it was a big case. A judge found that Surly shouldn't have played any role in pooling server tips, and approved a \$2.5 million settlement for 148 class action

action members in March that sent checks of more than \$10,000 to some servers.

The settlement has caught the attention of local servers and restaurant owners. Attorneys said they're fielding more questions. Some restaurant workers said it's encouraging more venues to sidestep table service altogether. "The conversation has definitely changed about tip-pooling," said Sarah Webster Norton, a vocal advocate for servers. "...Staff feels more empowered now to speak out if they don't agree with the tip-pooling."

[\[CA\] Trump's Tight Labor Market Secures \\$18 Wages for Chick-fil-A Workers \(Breitbart\)](#)

(5/30/2018 7:09 PM, John Binder)

President Trump's tightened labor market, largely due to increased interior immigration enforcement, is securing higher wages for California Chick-fil-A workers. A Washington Post report reveals that a Chick-fil-A in Sacramento is looking to retain its workers in the tightened labor market by increasing wages from the current rate of about \$11 an hour to up to \$18 an hour. Eric Mason, owner of the Chick-fil-A location in Sacramento, told a reporter for the local ABC news affiliate KXTV that he would be raising his workers' pay from \$12 to \$13 an hour to \$17 to \$18 an hour starting June 4, referring to the increase as a "living wage."

In California, the minimum wage is \$11 for employers with 26 or more workers and will go up \$1 a year until 2022. The Immigration and Customs Enforcement agency has doubled its enforcement measures at businesses hiring illegal aliens over American citizens, Breitbart News reported, driving up the necessity for businesses to retain Americans by offering higher wages. In Trump's tightened labor market, there has been history-making wage growth for American workers in the construction industry, the garment industry, for workers employed at small businesses, black Americans, and restaurant workers.

[\[AK\] Trump order relieves Alaska outdoor outfitters from Obama wage requirements \(Anchorage Daily News\)](#)

(5/30/2018 5:39 PM, Erica Martinson)

Alaska's outdoor outfitters no longer have to worry about paying higher wages to backcountry workers after a new directive from the White House. President Donald Trump issued an executive order revoking part of an Obama administration rule that required outdoor guiding companies with permits to operate on federal lands to pay workers higher wages.

Advocates for the guides said the nature of their work - taking customers into the wilderness, often for days or weeks - made the pay requirements unworkable. The rule would have required a minimum wage for seasonal backcountry guides, who technically are on duty 24 hours a day when they are leading trips. Paying someone a minimum wage 24 hours a day, seven days a week could escalate costs quickly and lead to overtime requirements. The order, released just before the Memorial Day weekend, was effective immediately. The new executive order exempts private companies from the higher hourly minimum.

Minimum Wage

[Another side effect of higher minimum wages: Lower health-care benefits \(Washington Post\)](#)

(5/30/2018 10:44 AM, Gene Marks)

Although the national minimum wage remains stuck at \$7.25 an hour, a wave of states and municipalities have taken it upon themselves over the past few years to raise the amount, in some cases to as much as \$15 an hour. Advocates believe that paying a higher wage provides a better quality of life to workers and helps to spur consumer spending. But many business groups that oppose it say a higher minimum wage limits their ability to hire more people and forces them to cut back on workers' hours, hire part-timers, outsource or invest in more technology. A controversial study conducted in 2017 appeared to bolster that position when researchers at the University of Washington found that the costs of a minimum-wage increase in Seattle — the result of employer cutbacks in workers' hours — outweighed the benefits of the increase by 3 to 1.

Now a new study further supports the anti-minimum-wagers. A working paper released this week by researchers at the National Bureau of Economic Research looked at employee pay data from 2011 to 2016. It concluded that employers who were forced to raise minimum wages for lower-paid workers also raised the hourly wages of higher-paid workers to maintain parity. However, the same study also found “robust evidence” that employers who raised the minimum hourly wages also reduced the amount they paid for their employees’ health-care benefits to cover those added costs.

[\[DC\] Should D.C. restaurants pay minimum wage? Ballot measure debate gets heated \(Washington Post\)](#)

(5/30/2018 11:17 AM, Fenit Nirappil)

With D.C. Mayor Muriel E. Bowser (D) gliding to reelection and Council members facing fairly low-key challenges, the fiercest fight ahead of the city’s June 19 election is over a ballot measure that would shake up how servers, bartenders and others who earn tips are paid in the nation’s capital. Initiative 77 would phase out the lower “tipped wage” that allows restaurants and bars to pay those workers a low hourly rate as long as customer tips reach minimum wage. If it passes, the current \$3.33-an-hour minimum wage for tipped workers would steadily rise to \$15 by 2026.

Supporters say the measure would mean workers would no longer have to rely on the generosity of customers — and in some cases, put up with harassment — and it would ensure a consistent income. It would also address “wage theft,” where an employer fails to make up the difference as required by law when a worker’s tips don’t add up to the minimum wage, supporters say. But the loudest opposition has come from workers the measure is designed to help, with hundreds mobilizing to argue the initiative could result in lost hours and pay.

[\[NC\] North Carolina activists pick next battle after \\$15 minimum wage win \(The Guardian\)](#)

(5/31/2018 12:00 AM, Mike Elk)

Charles French, president of the Greensboro City Workers Union, took a mic and instructed a crowd to go to a nearby basketball court to watch a dance team of high school teenagers breaking it down at Hampton Park in the North Carolina city. The performance was part of a community festival and the dance team was just one of seven musical sets.

French, and other union leaders in this state, use public events like these to rally support for efforts to pass local minimum wage laws in North Carolina. On the face of it, it is a difficult job. Public employees in North Carolina lack collective bargaining rights and the state’s political culture, dominated by Republicans, is often fiercely anti-union. But in this hostile environment French, and others like him, have had some success: a cluster of cities, towns and counties across North Carolina, including Greensboro, have passed living wage ordinances for public employees across the state, nudging wages above the federal minimum and putting much-needed extra cash in their pockets.

[\[FL\] Floridians find minimum wage too low, study finds \(Orlando Sentinel\)](#)

(5/30/2018 12:20 PM, Bill Zimmerman)

Floridians in a recent survey were pretty good at knowing the current minimum wage here, but they also thought it should be considerably higher. Only the residents of 13 other states were closer to being right than Floridians’ 21-cent difference between their guess of \$8.46 and the state’s minimum wage of \$8.25 in a study published recently by Credit Loan. But when asked what the ideal minimum wage here would be, Florida respondents’ average was \$11.99, \$3.74 more than is paid now. That placed Florida tied for 17th in differential nationally.

And the answer might not be too far from what’s needed here: Credit Loan’s study also looked at Florida’s living wage, according to Massachusetts Institute of Technology, stands at \$11.75, or \$3.50 more than the current minimum wage. That placed Florida survey participants’ responses 24 cents higher than MIT’s living wage, which looks at “minimum standards given the local cost of living.” Credit Loan said its study results in general

might slightly skew toward those of minimum-wage workers.

[\[IL\] Illinois lawmakers pass \\$40,000 minimum wage requirement for teachers \(Illinois News Network\)](#)

(5/30/2018 3:58 PM, Cole Lauterbach)

Lawmakers passed a bill that would mandate local public schools set minimum pay for teachers at \$40,000 annually by the 2022-2023 school year.

The union-crafted legislation would set the minimum teacher pay at \$32,076 for the 2019-2020 school year and scale up to \$40,000 by the 2022-2023 school year. The minimum would then be raised commensurately with inflation as measured by the Consumer Price Index. Lawmakers would have the ability to vote against the CPI-based raise. The House of Representatives passed the bill by a 65-47 vote Wednesday.

Overtime

[\[CA\] Are You Correctly Calculating Overtime? \(National Law Review\)](#)

(5/30/2018 12:22 PM, Pascal Benyamini)

Recently, the California Supreme Court issued its decision in *Alvarado v. Dart Container Corporation of California*. The Court's decision changes the manner in which an employer must calculate overtime for employees who earn a flat sum bonus during a single pay period. Accordingly, based on the Court's decision, this is yet another area where the rules in California differ from the federal rules. This decision is significant because it applies retroactively subject to the applicable statute of limitations.

By way of background, both state and federal laws require that amounts awarded as bonuses be included in determining a non-exempt employee's overtime rate, except in the case of discretionary bonuses. This means that when the employee works overtime hours and receives a non-discretionary bonus, this bonus program will increase the non-exempt employee's hourly rate for calculating overtime.

In *Alvarado*, the employer provided its employees a flat sum bonus in the form of an attendance bonus for those employees who were scheduled to work on a Saturday or Sunday, and did so, upon completing the full work shift. The primary issue in *Alvarado* was whether the "the divisor for purposes of calculating the per-hour value of the bonus should be (1) the number of hours the employee actually worked during the pay period, including overtime hours; (2) the number of non-overtime hours the employee worked during the pay period; or (3) the number of non-overtime hours that exist in the pay period, regardless of the number of hours the employee actually worked."

[\[CA\] Former employee files class action against Challenge Security Services over allegedly unpaid overtime wages \(Northern California Record\)](#)

(5/30/2018 1:06 PM, Jenie Mallari-Torres)

A professional security services company is alleged to have failed to pay security guards the correct rate for overtime work. Zukeyna Copeland filed a complaint individually and on behalf of all others similarly situated on May 24 in the U.S. District Court for the Eastern District of California against Challenge Security Services Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant from September 2017 to February 2018 as a security guard in Sacramento. She alleges she was frequently unable to leave her post to take meal and rest breaks and was not paid the correct rate for overtime work.

Paid Leave

[\[NY\] New NYC Sick Leave Law Expands Usage for Persons 'Equivalent of Family' and Safe Leave \(National Law Review\)](#)

(5/30/2018 1:41 PM, Eric B. Sigda, Kristine J. Feher & Danielle E. Gonnella)

The New York City Department of Consumer Affairs has issued a revised Notice of Employee Rights under the Earned Safe and Sick Time Act (ESSTA), formerly the Earned Sick Time Act (ESTA), codified at § 20-911 et seq. Effective May 5, 2018, ESSTA now permits employees to use sick and safe time to address safety issues and access critical services related to specific criminal offenses.

The ESSTA expands the definition of “family member” with respect to both sick and safe time to cover individuals whose close association with the employee is the equivalent of a family relationship. The EESTA also allows employees to seek assistance or take other safety measures if they or a family member may be the victim or any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking. Employees also have a right to use sick leave for the care and treatment of themselves or a family member. The ESSTA does not require New York City employers to provide any additional time off to employees above that which was required under ESTA; rather ESSTA simply expands the reasons for which sick and safe time may be used.

Worker's Compensation

[\[NY\] Buffalo Woman With Internet Retail Operation Sentenced For Over \\$48,000 Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

New York State Inspector General Catherine Leahy Scott today announced the sentencing of a City of Buffalo woman who defrauded the Workers' Compensation system and stole over \$48,000 in insurance benefits to which she was not entitled by concealing her role in running an internet retail operation. Caroline Jankowski, 44, of Jackson Avenue, Buffalo, was sentenced in Erie County Court to a one-year conditional discharge for her guilty plea earlier this year to Attempted Grand Larceny in the Fourth Degree. Jankowski also signed an order of judgment against her in the amount of \$48,023.77 for the total amount stolen.

An investigation by Inspector General Leahy Scott found that Jankowski had been receiving Workers' Compensation benefits since January 2012, when she injured her lower back and right elbow while attempting to lift a patient from the floor at the Absolut Care of Aurora Park nursing home. Jankowski collected benefits since that time, and most recently at a rate of \$319.00 per week.

[\[NY\] New York Board Proposes 11.7% Decrease in Workers' Comp Rates \(Insurance Journal\)](#)

(5/30/2018 6:47 AM, Staff)

The New York Compensation Insurance Rating Board (NYCIRB), a non-governmental rate service organization, has proposed an 11.7% decrease in the overall loss cost level in New York State. The change was proposed in its 2018 loss cost filing with the New York Department of Financial Services (DFS) and is subject to DFS review and approval. If approved, it will become effective on October 1, 2018. The proposed decrease is based on the latest statistical data reported by the Rating Board's member carriers and reflects the application of generally accepted actuarial principles and methodologies, according to the Rating Board's filing.

In July 2017, DFS approved a decrease of 4.5% in the loss cost level in New York State, effective October 1, 2017. At the time that it was proposed, New York Governor Andrew Cuomo said the premium decrease could equate to savings for New York employers of about \$400 million in workers' compensation premiums in 2017. NYCIRB attributed last year's 4.5% reduction in premium rates to certain cost savings measures passed as part

of the 2018 budget and general system savings spearheaded by the New York State Workers' Compensation Board.

[\[MI\] Are Interns Who get Injured on the Job Entitled to Michigan Workers' Compensation Benefits? \(Lexology\)](#)
(5/28/2018 8:00 PM, Foster Swift Collins)

With summer right around the corner, many Michigan employers are staffing up with interns to help out with the workloads, and also as part of recruiting programs. A question that most employers hopefully won't have to grapple with, but inevitably some will, is: What happens if an intern gets injured on the job; is he or she entitled to Michigan workers' compensation benefits? It requires an analysis of Michigan statutes, and a relative dearth of Michigan case law.

Ultimately, the answer to the question of whether interns are eligible for Michigan workers' compensation benefits is, like most legal inquiries: It depends. Each situation requires a factual analysis that must be considered in light of statutory language and judicial interpretations. What follows is a framework for considering these issues on a case-by-case basis. The issue of whether an intern who is injured on the job is entitled to Michigan workers' compensation benefits hinges on whether the intern is an "Employee" for purposes of the Michigan Workers' Disability Compensation Act. Then the injured intern would be entitled to Michigan workers' compensation benefits.

Employee Misclassification

[Organic Food Distributor Hit with Truck Driver Misclassification Lawsuit \(Top Class Actions\)](#)
(5/29/2018 3:00 PM, Joanna Szabo)

United Natural Foods, an organic grocery distribution company and the primary distributor for Whole Foods, has been hit with a truck driver misclassification lawsuit by one of its drivers. The truck driver misclassification lawsuit was filed by truck driver David V., alleging that the company misclassifies its truck drivers as being exempt from overtime pay, even though their actual duties indicate that they should be considered nonexempt. This kind of truck driver misclassification can mean that drivers are denied their proper wages according to state wage and hour laws.

David alleges that he regularly worked more than forty hours in a single week, yet he was not paid proper time-and-a-half overtime wages. According to his attorney, "state wage and hour laws are designed to ensure workers receive a boost in compensation for the added sacrifice overtime takes from their precious leisure and family time, while also disincentivizing employers from overworking and fatiguing employees to the point where work-related illness and accidents become prevalent." "UNFI knew that the improper payment of overtime pay would financially injure plaintiff and similarly situated employees and violate state wage and hour laws," said the complaint.

[\[CA\] Uber, Lyft subpoenaed by San Francisco on driver wages, classification \(San Jose Mercury News\)](#)
(5/30/2018 8:48 AM, Levi Sumagaysay)

After a California Supreme Court decision last month that could drastically affect the gig economy, San Francisco City Attorney Dennis Herrera has issued subpoenas to Uber and Lyft. Herrera wants to know whether the ride-sharing companies are classifying their drivers as employees or contractors, and is asking for documentation about driver pay, benefits and more. A key part of what he's seeking is "proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court," according to the subpoena issued Tuesday.

The state's high court in its ruling in April adopted the "ABC" standard: A worker can be considered an independent contractor only when a company can show the worker controls his or her work; that the worker's duties go beyond what the business normally does; and when the worker "is customarily engaged in an

independently established trade, occupation, or business of the same nature as the work performed for the hiring entity.” “We don’t know whether these ride-hailing companies are breaking the law until they provide the information we seek in these subpoenas,” Herrera said in a statement Tuesday. “We are going to ensure that these companies comply with the Supreme Court’s ruling and with San Francisco’s laws.” Herrera also issued a subpoena to Rasier, an Uber affiliate.

Wage Violations

[\[CA\] Contractor Reaches \\$62K Settlement Over Unpaid Overtime \(San Francisco Chronicle\)](#)

(5/29/2018 11:01 PM, BCN)

A foundation repair contractor from Fremont is paying \$62,672 to its workers after failing to pay hourly wages to employees who were returning company-owned trucks from the work-site at the end of the day, according to the U.S. Department of Labor. Investigators found that company officials were failing to record this overtime and pay their workers accordingly, resulting in record-keeping violations under the Fair Labor Standards Act. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, an assistant district director for the U.S. Department of Labor, said. “Wage violations can be avoided when employers understand the rules,” Canites said, adding that the U.S. Department of Labor has tools available to help employers comply and they’re encouraged to contact the department confidentially for guidance.

Bay Area Underpinning fixes building foundations for commercial and residential structures, according to the Department of Labor. Company officials said the ordeal started last year, and the Department of Labor initially sought nearly \$500,000 before reaching the \$62,672 settlement.

[\[CA\] Off the Clock Work Violated Labor Laws, Claims Equinox Employee \(Top Class Actions\)](#)

(5/30/2018 6:00 AM, Emily Sortor)

An Equinox employee claims that the gym violated California wage and hour labor laws by not paying her overtime and requiring off the clock work. Plaintiff Deborah A. claims that she worked for Equinox Holdings Inc, the company that owns Equinox gyms, at two of their California fitness center locations from January 2013 to February 2017. During this time, she claims that the company refused to pay her overtime and refused to pay for breaks as required by law.

Deborah claims that for the entirety of her employment with Equinox, she was an hourly employee, classified as “non-exempt” from receiving overtime pay. However, Deborah claims that she was not given compensation for off the clock work or overtime, though she regularly worked over 40 hours in a week. Allegedly, Deborah was also not given meal and rest breaks as required by California labor law. Moreover, she claims that she was not given pay for each day that she was not permitted to take a break, which she claims was a common occurrence during her employment at Equinox.

[\[CA\] Fairfield company to pay \\$16K for Labor Act violations \(Fairfield Daily Republic\)](#)

(5/30/2018 7:29 AM, Staff)

A Fairfield company has agreed to pay a negotiated settlement of \$62,672 to more than a dozen employees for past wages stemming from a federal investigation. The U.S. Department of Labor Wage and Hour Division reported that Bay Area Underpinning Inc. “failed to pay” employees for work time driving from their last work site back to the headquarters to return company-owned trucks.

The failure to pay and to record properly the time was determined to be violations under the Fair Labor Standards Act, according to a statement released Tuesday by the federal agency. “Employees depend on receiving all the wages they have rightfully earned,” Patricia Canites, assistant district director of the Labor Wage and Hour Division in Sacramento, said in the statement. There were 16 employees involved, the federal

agency reported.

Worker Safety

[Safety commission drills down on OSHA's general duty clause \(Business Insurance\)](#)

(5/30/2018 7:06 AM, Gloria Gonzalez)

An independent agency may be ready to curtail the U.S. Occupational Safety and Health Administration's perceived overuse of the Occupational Safety and Health Act's general duty clause to cite employers for failing to provide safe workplaces to their employees, according to some legal experts. OSHA's use of the general duty clause to issue citations against employers for heat-related hazards prompted an uncommon invitation from the Occupational Safety and Health Review Commission to file briefs — due May 14 — in a case related to OSHA's reliance on the clause to cite an employer for a heat stress-related fatality.

The OSH Act's general duty clause requires employers to "furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees." To use the clause, OSHA must prove the existence of a hazard, that the hazard is recognized and causing or likely to cause death or serious physical harm, and that a feasible abatement method exists.

In *Secretary of Labor v. A.H. Sturgill Roofing Inc.*, the review commission will consider arguments in a case in which an administrative law judge affirmed a serious citation issued against the company for not adequately implementing a heat illness prevention program in violation of the clause and a citation for not providing adequate training to its employees for heat-related hazards. OSHA inspected the workplace in August 2012 following the death of a temporary employee, according to commission documents.

[How the Internet of Things Can Help Solve Construction's Safety Challenges \(Risk & Insurance\)](#)

(5/30/2018 7:16 AM, Staff)

Innovative, connected solutions combine a mesh network, wearables and equipment sensors to help solve construction's safety challenges while boosting productivity and providing unprecedented visibility into safety practices. Spot-r by Triax Technologies is one such solution. Combined with intelligent software and data analytics, this system gives insurers a new look into what's happening at the jobsite with their contractors.

Triax's cloud-connected worker wearable, the Spot-r Clip, provides an improved, streamlined form of on-site monitoring and communication. With the press of a button, a worker can alert his foreman to an unsafe condition, such as loose scaffolding, or a situation that requires assistance. The supervisor need only check the Spot-r system's central dashboard to identify the worker's floor and zone-based location on site. These sophisticated wearable tags can also detect fall events and collect data around the circumstances of an injury, tracking factors such as the height of a fall and the ambient conditions. The dashboard will also let the supervisor identify who else was in proximity when the incident occurred.

[Life-Saving Wearables and Other Tech That Improves Construction Job Site Safety \(Software Advice\)](#)

(5/30/2018 1:55 PM, Eileen O'Loughlin)

The construction industry has the highest number of fatal workplace injuries, with 991 deaths in the U.S. in 2016-nearly a six percent increase from the previous year, according to the Bureau of Labor Statistics.

If you're a small firm thinking, "My workers are safe; it's large companies taking on big projects that are at risk," think again. If firms collectively adopt this tech and embrace new standards for safety gear, equipment and health programs, we could potentially eliminate the leading causes of construction worker deaths, saving 631 lives each year.

[\[PA\] Man dies in pressroom accident at Pennsylvania newspaper \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/30/2018 10:00 AM, Associated Press)

A contractor became trapped underneath a piece of machinery that was being removed from the pressroom of a Pennsylvania newspaper, suffering fatal injuries. The Lehigh County coroner says the man became trapped at The Morning Call in Allentown on Tuesday afternoon. Crews have been dismantling the printing press after the paper's printing operations moved to Jersey City, New Jersey.

The coroner says the victim is a 32-year-old man from Cape Coral, Florida. His name wasn't immediately released. The Morning Call reports that newsroom workers heard a loud boom shortly after 5 p.m. The cause of the accident is under investigation.

[\[NC\] Charlotte labor leaders demand justice after construction worker dies on the job \(WBTV-TV CBS 3 Charlotte\)](#)

(5/30/2018 11:48 AM, Micah Smith)

Community members and labor leaders held a news conference Wednesday morning to demand justice for a construction worker who fell to his death in uptown Charlotte a week before. It happened at a building on the 600 block of South Tryon Street. According to Charlotte-Mecklenburg Police, 24-year-old Juventino Mata-Hernandez fell after an alleged elevator malfunction last Wednesday.

One speaker, Elisa Benitez, said Hernandez's death was similar to her uncle's 20 years ago. "My uncle Orlando Hernandez passed away in a similar fashion. He also fell from a building in Charlotte, in downtown. He was only 21-years-old at the time, and he, unfortunately, fell into a coma and never made it out. We had to send him back to Mexico in the same way. He came here with a lot of hopes and dreams and we ended up sending him back in a coffin," said Benitez.

[\[NC\] 2 NCDOT workers rescued after massive mudslide pushes dump truck into raging river \(Charlotte Observer\)](#)

(5/30/2018 2:35 PM, Mark Price)

Two North Carolina road workers had to be rescued late Tuesday after the 33,000-pound dump truck they were operating was pushed into the Catawba River by one of the multiple mudslides reported overnight in McDowell County. The truck was then swept about 1,000 feet down river by the fast-rising waters, said NCDOT spokesman David Uchiyama.

Both men escaped through a side window as the vehicle tumbled into the brown water. They were standing in the dark on the passenger side door when rescuers arrived to pull them out of the river, NCDOT said in a Facebook post. It happened about 10 p.m. on Catawba River Road near Old Fort, Uchiyama said.

[\[SC\] Workers transported to hospital after collapse at new construction site in Mauldin \(WFXG-TV Fox 54 Augusta\)](#)

(5/30/2018 4:38 PM, Sierra Hancock)

Several workers were transported to the hospital following a collapse at a new construction site in Greenville County Wednesday afternoon, per the sergeant. Sgt. Benjamin Ford of the Mauldin Police Department said the collapse, which took place around 4:15 p.m. resulted in a couple of workers being taken to the hospital. He said the workers were alive at the time of transport.

At this time, it is unclear how the collapse happened and what exactly collapsed to injure the workers. Fire crews are on scene and have notified the Occupational Safety and Health Administration. An eyewitness said the collapse occurred in front of the Ingles in Mauldin.

[\[TN\] Man dies after being pinned under fallen tree in Dunlap Tuesday updated \(WTVC-TV Fox Chattanooga\)](#)

(5/29/2018 8:48 AM, Staff)

Dunlap Police Chief Clinton Huth has identified the victim as 45-year-old Don "DJ" Carlos Harmon, Jr, of Dunlap. The Tennessee Occupational Safety and Health Administration (TOSHA) confirms to NewsChannel 9 agents are investigating. Tuesday's death marks more than 30 workplace fatalities in Tennessee in 2018.

[\[FL\] Two injured as crane collapses into homes in Lauderhill \(Fort Lauderdale Sun-Sentinel\)](#)

(5/30/2018 5:40 PM, Linda Trischitta & Wayne K. Roustan)

A crane fell over and its boom crashed into two Lauderhill homes, leaving a resident and the crane operator with minor injuries, fire officials said Wednesday. "He's lucky to be alive," Lauderhill Fire Rescue Assistant Fire Chief Jeff Levy said about a man who was inside his house during the accident, near the 1100 block of Northwest 44th Avenue. Power was out in approximately 53 homes in the neighborhood, and a street was flooded after a water main broke, Levy said.

The crane was operated by a contractor working on behalf of Florida Power & Light, the utility said. Paramedics treated the crane operator at the scene for minor injuries. The resident was alert and walking on his own before he was taken to Plantation General Hospital, Levy said. Technical response teams from Fort Lauderdale Fire Rescue and Broward Sheriff Fire Rescue were analyzing how to get the crane upright, and the U.S. Occupational Safety and Health Administration will also be involved, Levy said.

[\[NE\] Authorities worry damaged grain elevator may collapse \(Sioux City Journal\)](#)

(5/30/2018 8:30 PM, Nick Hytrek)

Authorities significantly reduced the evacuation zone near the smoldering Andersen Farms grain elevator in South Sioux City Wednesday evening, but concerns that the heavily damaged structure still may collapse prevented them from allowing those living closest to it back into their homes. South Sioux City Police Chief Ed Mahon said the structural integrity of the 230-foot tower remains uncertain, and inspectors were operating under the assumption that it could collapse at any time. Engineers continue to inspect the building and hope to demolish it before it can fall on its own. Authorities had evacuated a six-block area east of the elevator at 2415 Fourth Ave. On Wednesday, the evacuation zone was reduced by 75 percent, and many residents were allowed to return home. The explosion ripped a hole in the side of the tower, severely injuring one employee and starting fires to the structure and corn stored inside.

Scott Allen, a spokesman for the U.S. Department of Labor, said the Occupational Safety and Health Administration has opened an investigation into the incident, and Mahon said OSHA representatives had arrived on the scene, along with officials from the Nebraska State Fire Marshal's office. Three employees had been at the facility at the time of the explosion. One received burns to his upper body and has been transported to the burn unit at a Lincoln, Nebraska, hospital. Mahon described his condition as "very, very serious." Another employee suffered minor injuries and was not transported for medical treatment.

[\[AK\] Alaska Finalizes Regulations to Improve Workplace Safety and Labor Rights Compliance \(Alaska Business Monthly\)](#)

(5/29/2018 5:46 PM, Staff)

The Alaska Department of Labor and Workforce Development and Department of Administration have finalized regulations to encourage safe workplaces and compliance with labor laws. The new regulations, which go into effect June 7, ensure law-abiding state contractors are not out-bid by unscrupulous bidders who cut costs by deliberately or repeatedly depriving employees of basic rights, including minimum wage, overtime, workers' compensation, and a safe work environment. "Law-abiding contractors should be able to compete on a level playing field," said Alaska Labor Commissioner Heidi Drygas. "These regulations are a win-win for Alaska businesses and workers."

The regulations fulfill the intent of Administrative Order 286, which was issued by Governor Walker in 2017. The

new regulations will ensure the State of Alaska plays a positive role in the marketplace by embedding support for labor rights in the procurement process. Incentivizing labor rights compliance has beneficial ripple effects, since most state government contractors also work in other lines of business. Sustaining and strengthening labor rights enforcement also has positive economic impacts by ensuring wages stay in Alaska and recirculate in the state economy.

[\[HI\] Hawaii: State Reports Surge In Serious Work-Related Industrial Accidents \(WorkersCompensation\)](#)

(5/30/2018 9:05 AM, Staff)

The Hawaii State Department of Labor & Industrial Relations (DLIR) today announced that four fatalities and several serious injuries occurred during a twenty-day period in May. The Hawaii Occupational Safety & Health Division (HIOSH) is investigating these accidents to help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws. The following serious work-related accidents occurred during a twenty-day period in May 2018:

May 2 (Hawaii): a heavy equipment boom holding a utility pole collapsed and the pole struck and killed a worker on the ground.

May 3 (Oahu): a worker died after falling out of a forklift that tipped over.

May 4 (Oahu): two workers suffered second and third degree burns from an electrical arc flash while conducting electrical testing activities.

[Editorial Note: Consult source link for full details.]

Veteran

[\[WV\] Company preparing to hire Veterans for life saving product \(WVVA-TV NBC Bluefield\)](#)

(5/30/2018 6:49 PM, Jennifer Roberts)

The Bureau of Labor Statistics says the 2017 unemployment rate for veterans in West Virginia is 5.1 percent. One company is trying to create more jobs for homeless veterans, while also saving lives in coal mines. MVM Green Technologies in Princeton is developing life-saving products for highway and mine safety. As the company seeks a long-term buyer for these products, CEO of the company Michael Moses wants to let Veterans know, they'll have a job at MVM. "This company can do that," said Moses. "We can go through the work force and supply jobs, to give people structure in their life. We have a very large crisis with homeless veterans and we need to offer these men and women jobs."

They types of jobs Moses will offer will create safer working environments for different industries, including coal mining. One product is a cap, made completely with recyclable products like straws and even plastic bags. Moses said the caps will save lives. "When you install a roof bolt into a coal mine, it will stay there permanently," Moses said. "We have a cap that can be placed on the installed roof bolt. If that roof bolt drops a micro inch, it notifies someone outside. We'll evacuate that coal mine immediately and go back in to see what caused that roof bolt to drop. When you have a roof bolt collapse, people get killed."

[\[UT\] Setting the bar for helping Utah veterans find work \(Deseret News\)](#)

(5/30/2018 6:30 AM, Editorial)

A host of various organizations collaborated to put on the recent Hiring Utah's Heroes Career Fair — an event more agencies should emulate to provide needed assistance to America's soldiers. The career fair at the Davis Conference Center in Layton aimed to connect nearly 60 potential employers with Utah's veterans. This event is one example of the many services and opportunities offered by the state's Department of Veterans Affairs and Department of Workforce Services, two agencies whose efforts should serve as a model for effective veterans'

assistance nationwide.

Utah has one of the lowest total unemployment rates in the country, with the unemployment rate roughly 25 percent less than the national average. The state's Department of Workforce Services has played an active role in keeping the unemployment rate low, working closely with the Department of Veterans Affairs to ensure all veterans have equal opportunities upon returning home. Since 2012, these departments have worked together to place more than 60,000 veterans in jobs. Achieving this rate of success has required both private partnerships and concerted collaboration across departments — successful approaches the federal government would do well to model. First, by partnering with private companies, these departments have been able to expand the resources offered to veterans, including training workshops, career fairs and paid accommodation assistance to veterans traveling during their job search.

Union

[Public-sector unions anticipate a loss before the Supreme Court \(The Hill\)](#)

(5/30/2018 4:20 PM, Patrick Wright)

Janus v. AFSCME is one of the most important Supreme Court cases this term and perhaps one of the most important in decades. It concerns a claim that under the First Amendment, unionized government workers should not be forced to subsidize union speech to keep their jobs. This issue was to be decided in 2016's Friedrichs v. California Teachers Association, but Justice Antonin Scalia's death left the court in a 4-4 deadlock. Most court observers expect Justice Neil Gorsuch to break this tie in Janus, so they sought to discern his views on labor matters from the recently decided Epic Systems v. Lewis case. (That decision concerned how the National Labor Relations Act and the Federal Arbitration Act interact.) The most interesting part about Janus to date, however, is what public sector unions and their allies are doing.

Epic Systems was a 5-4 decision that split along what many see as a conservative/liberal fault line on the Supreme Court. The majority held that employees could agree to settle wage disputes by using arbitration on a case-by-case basis. The majority also said that employers could use these "waiver" agreements to prevent any lawsuit (class action or individual) on the alleged activity. While the majority recognized that some could differ on the economic efficacy of arbitration, it held that Congress had meant to allow businesses to use litigation waiver agreements. Justice Ruth Bader Ginsburg and the other dissenters would have held that the waiver agreements were "armed-twisted" and therefore unenforceable. The dissent discussed the history of the NLRA at length and compared the litigation waivers to "yellow-dog contracts," which prohibited employees from joining labor unions and have long been illegal. The dissent also used the judicial insult of "invoking the specter of [*Lochner v. New York*]," where the court overturned a law placing a daily and weekly hour limit on bakers.

[Federal Workers Sue Trump Over Order Capping Union Time \(Bloomberg\)](#)

(5/30/2018 6:24 PM, Andrew M. Harris)

Government workers are taking President Donald Trump to court over an executive order limiting the amount of time public employees can spend on union activities. In a complaint filed Wednesday in federal court in Washington, the American Federation of Government Employees is seeking a court order blocking the new measure from taking effect. The union claims the rule, which Trump signed May 25, violates the First Amendment to the U.S. Constitution and the principle of separation of powers. "Without any valid justification, it singles out labor organizations and their representatives for disparate, negative treatment as compared to individuals," the union said in its complaint.

The edict was one of three signed by the president. The others require the government to charge union members for office space, to stop paying workers for time spent lobbying the federal government and to be tougher in negotiating federal contracts. They also make it easier to fire employees. Trump's action builds on a wave of laws enacted by Republican governors over the past decade to curb the power of public employee

unions, moves conservatives see as helpful in shrinking government and undermining political foes.

[In rare maneuver, pilots eject Teamsters \(Washington Examiner\)](#)

(5/30/2018 6:42 PM, Sean Higgins)

A group of about 600 airline pilots succeeded in ejecting the Teamsters as their official union Wednesday, marking the first time in nearly a century that a group of airline industry workers has managed that under the federal law covering transportation industry employees. "This is the first time in the 80-year history of the Railway Labor Act that pilots have chosen a direct relationship with their employer rather than have a labor union interfering as a third party," said Russ Brown, president of the Center for Independent Employees, a conservative nonprofit group. The pilots worked for the carrier company Flexjets Flight Options.

While most private sector workers are covered by the 1935 National Labor Relations Act, transportation industry employees are covered by the RLA, a law passed several years earlier. The National Mediation Board, the federal entity that oversees the RLA, affirmed the election result Wednesday. The Teamsters told the Washington Examiner they might contest the decertification.

[More secure jobs, bigger paychecks \(Columbia Journalism Review\)](#)

(5/30/2018 6:55 AM, Steven Greenhouse)

Now, eight decades later, journalists are again rushing to unionize—this time in digital media. More than 2,000 editorial employees have unionized at Slate, Salon, HuffPost, Vice, Vox, The Root, The Intercept, The Daily Beast, and other news websites. Unlike in the 1930s, two unions are vying for these workers: the NewsGuild (Broun's American Newspaper Guild renamed itself the Newspaper Guild in 1970, and with newsprint on the wane, again renamed itself the NewsGuild in 2015) and the Writers Guild of America East (WGAE).

Although WGAE and NewsGuild officials don't like to discuss it, there is an undeniable competition between the two unions in wooing digital workers. The two unions have their pitches. The WGAE boasts that it is hipper and less traditional and has attracted far more digital journalists; the NewsGuild says it has far more experience representing journalists. While many labor leaders say such competition is harmful, it has inarguably intensified and accelerated efforts to unionize journalists.

[Why Do Workers Strike? \(Jacobin\)](#)

(5/30/2018 5:38 PM, Martin Glaberman)

A surprising feature of most of the recent teachers strike wave is that it has mostly taken hold in Republican-dominated states where unions are institutionally weak and politically isolated. Behind such puzzlement is the thinking that workers' ideas are what leads to their willingness to take militant workplace action. In this view, if a worker holds conservative political beliefs - say, they're a fundamentalist Christian, or support Trump's racist call to "build the wall" - they aren't likely to go on strike; but if they're more sympathetic to left-leaning views on economic policy and oppose openly bigoted statements, they will be more amenable to walking off the job.

For today's labor militants, author Martin Glaberman's analysis of the discrepancy between auto workers' beliefs concerning the no-strike pledge and their actions in defying it is directly relevant to the teachers' strike wave. His insistence that working people can be transformed when they're forced to deal with the reality in front of them is an essential reminder for anyone trying to understand where and how the next working-class upsurge might continue to spread today.

[Before It All Melts Away \(Labor Notes\)](#)

(5/30/2018 12:00 PM, Chris Brooks)

Will this spring's wave of teacher strikes lead to stronger unions? Not if their unions return to business as usual. The motor force behind the strikes in West Virginia, Oklahoma, Kentucky, Arizona, Colorado, and North Carolina is teachers' deep frustration. Educators are feeling the pinch from decades of funding cuts that their

unions have been unable to stop. That's in part because many teacher unions operate in a legalistic fashion, selling services—professional development, liability insurance—as the basis for membership. They rely heavily on professional spokespeople to lobby legislators.

Many state associations are run by their staffs. Rarely do they engage in meaningful fights at the school or district level. Annual lobby days mobilize a tiny fraction of members. Teachers and school support staff feel only loosely connected to the union. So it's no wonder that much of the strike organizing has taken place outside official union structures, often through informal groups on Facebook.

[Predicting the Next Wave of Teacher Strikes: Experts See a Whole New Round of Walkouts Come Fall \(Medium\)](#)

(5/29/2018 5:31 PM, Kevin Mahnken)

This spring's historic teacher uprising, which emptied classrooms and rocked statehouses for three months, just claimed its first political casualty. In Kentucky's state legislative elections last week, House Majority Leader Jonathan Shell—a promising young Republican who enjoyed the patronage of U.S. Sen. Mitch McConnell—was defeated in the GOP primary by Travis Benda, a high school math instructor and political unknown. Shell had spearheaded a controversial law to trim teacher retirement benefits, which led thousands of protesters to descend on the state capitol in April.

Captured in Twitter posts and videos on Facebook Live, the spontaneous demonstration unfolded as just one of a relay-style procession of labor actions that hasn't been seen in recent decades. Beginning in late February, and heading straight into the end of the school year, a torch has been passed from West Virginia to Oklahoma, Arizona, Colorado, and North Carolina: Teachers have walked off the job, pulled on red t-shirts, headed for their state capitals, and extracted significant concessions.

[Laborers say union uses English literacy test to rig elections \(New York Post\)](#)

(5/30/2018 6:46 PM, Carl Campanile)

A major laborers' union with a large Hispanic immigrant membership is using an English literacy test to disqualify candidates from running for leadership positions in the union. The English competency requirement policy is being enforced by Local 78 of the Laborers' International Union of North America, whose members work dangerous jobs handling hazardous waste, including asbestos removal. The union's screening panel recently rejected the candidacies of two members seeking to run for office in June 2 elections - Matilde Guiracocha and Carlos Guzman - for failing to pass the English basic competency test. A literacy edict is enshrined in LIUNA's constitution. Candidates are asked to read a passage from the union constitution to determine if they have basic English literacy skills.

Last year, Labor Secretary Alexander Acosta, who was appointed by President Trump, invalidated the election of LIUNA's Local 872 in Nevada and Arizona after concluding the literacy rule was selectively enforced. The union lawyer dismissed accusations of discrimination, saying Local 78 is abiding by a provision in LIUNA's constitution and applied the English basic competency test uniformly to all 31 candidates seeking to run in union elections.

[\[NH\] Keene teachers union files labor complaint with state board \(Keene Sentinel\)](#)

(5/30/2018 8:00 PM, Paul Cuno-Booth)

The Keene School District teachers union on Tuesday brought an unfair labor practice complaint against the district, claiming the school board failed to negotiate in good faith during contract talks. The current contract with the Keene Education Association, which is the teachers union, expires June 30. Negotiations over a new contract ended without an agreement to send to voters before the Jan. 9 deadline.

The union, in its complaint, claims the school board “effectively brought negotiations to an end” in early January

by demanding the union give up its ability to bargain over the impact of potential scheduling changes at Keene High School. The board also “refused to meet” with union negotiators around that time to discuss concerns about its final offer, the union alleges. The complaint was filed with the N.H. Public Employee Labor Relations Board, which hears disputes over collective-bargaining law.

[\[NJ\] New Jersey hospital nurses bring in federal mediator after authorizing strike \(Becker's Hospital Review\)](#)
(5/30/2018 11:32 AM, Kelly Gooch)

Englewood Hospital and Medical Center nurses are bringing a federal mediator to the bargaining table. Nearly 700 nurses represented by the Health Professionals and Allied Employees Local 5004, previously authorized their negotiating team to issue a 10-day strike notice to the hospital, according to a union news release. Instead of issuing a notice, they want a federal mediator to help as they work to reach a labor deal before their contract expires May 31.

Union officials said nurses seek enhanced staffing levels, opportunities for more educational growth, and “To protect the rights of unionized nurses and their ability to advocate for themselves and their patients in the future.” “Nurses are bargaining for improvements in patient safety and workers’ rights, yet management has failed to reach an agreement that nurses will find acceptable,” said Alice Barden, president of HPAE Local 5004. “Our demands have been rejected at every turn, but as nurses, we are unified in protecting all that we have established in our contract and to protect our community hospital.”

[\[VA\] Tech contractor agrees to halt anti-union activities \(Federal Times\)](#)
(5/30/2018 11:08 AM, Jessie Bur)

General Dynamics Information Technology agreed to a settlement with workers in its former Alexandria, Virginia, facility May 29, 2018, to vacate union election results that were tainted by the company’s anti-union activities. “We feel vindicated by this settlement. We knew what management at GDIT was doing was wrong, and we didn’t believe we got a fair election. We’re happy the board found merit to our charges and that GDIT has agreed to stop spreading misinformation to its workers,” said Sabrina Batts-Hopson, a customer service professional at the Alexandria facility.

“General Dynamics Information Technology has settled this matter. It concerned an expired government contract at a facility General Dynamics IT no longer operates. As a result, we decided it did not make sense to continue litigating this matter and have now successfully resolved it,” a GDIT spokesperson told Federal Times. Under the settlement, GDIT will be required to send a notice to all affected employees, pledging not to threaten employees with loss of benefits if they join a union, not to tell employees that the company will lose its government contract if they join a union, not to withhold working condition improvements in exchange for rejecting union representation, not to adopt a rule that prevents employees from persuading their fellows to join a union and not to continue telling employees that it would take an “act of Congress” for them to get higher pay.

[\[SC\] Big Labor's Back Door Into Boeing \(Wall Street Journal\)](#)
(5/30/2018 6:41 PM, Editorial)

Boeing workers in North Charleston, S.C., are united—against union representation. So should a small subset of employees be allowed to organize anyway, even if it potentially harms the rest? That’s the question before the National Labor Relations Board this week. And what happens will have national significance, especially as technology makes manufacturing work more specialized. The drama began last week when NLRB Regional Director John Doyle Jr. gave the approval for 178 production and maintenance workers on the flight line to vote on forming a so-called union micro unit. Those workers will cast their ballots Thursday, and if the International Association of Machinists gets the support of more than half, it will establish a presence in the North Charleston plant.

But there’s good reason for bad blood between most workers in North Charleston and the union. Acting at the

behest of the same machinists' union, the NLRB filed a complaint in 2011 seeking to block Boeing from opening operations in right-to-work South Carolina. The Democrat-controlled NLRB dropped the case only after the union had wrung costly concessions from the airplane company in Washington State. South Carolina workers didn't take kindly to labor leaders using their jobs as a bargaining chip, and last year 74% of Boeing's 3,000 North Charleston employees voted against joining the machinists' union. A micro unit would give organized labor a foothold anyway.

[\[SC\] Boeing workers should say 'no' to IAM union \(Charleston Post & Courier\)](#)

(5/31/2018 12:00 AM, Book & Author)

About 6,800 people earn their livelihoods working at the North Charleston plant, boosting the regional economy in the process. Charleston is a more prosperous place today than it was when Boeing opened operations in the area in 2011. Today, 178 flight-line workers will vote on whether or not to join the International Association of Machinists, a massive union representing almost 600,000 employees across dozens of different industries. A recent National Labor Relations Board decision restricted the ability of unions to pursue so-called "Micro units" within a larger group of workers. Boeing's flight-line workers, while they have special skill sets and specific training, are part of a cohesive team that depends on the hard work and skill of each of the 6,800 North Charleston employees. The team can't operate at peak performance without all of its members working together. This is the third time the IAM has sought to unionize a portion of the Boeing staff in North Charleston. The IAM can't promise Boeing employees anything those employees can't already win for themselves - except, of course, about \$800 in annual dues and the ever-present risk of a protracted, costly strike. There's no guarantee that the union would be able to negotiate higher salaries or better benefits. Boeing's employees in North Charleston have done quite well for themselves, even without union representation.

If even a relatively small group of workers were to join the IAM, the future of Boeing in the area would suddenly be far less certain. It would be senseless to involve a monolithic, bureaucratic, international organization with a demonstrated disdain for Boeing's North Charleston workers in those discussions.

[\[NV\] Vegas Casino Workers Stand Up Against Harassment \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

The Culinary Workers Union Local 226 released the results of a study conducted by UNITE HERE's Culinary and Bartender Unions of over 10,000 Las Vegas casino workers that reported 59% of cocktail servers and 27% of hotel housekeepers said they had been sexually harassed while on the job. Based on the study's complete findings, the Culinary Union decided to take action and is now asking Las Vegas tourists to pledge to not sexually harass casino workers while they are visiting. A press release also stated that UNITE HERE locals will be leafleting the pledge at major airports across the country.

The results of the survey and worker concerns led the Culinary and Bartenders Unions to propose stronger safety protections in current contract negotiations for 50,000 workers in 34 casino resorts on the Las Vegas Strip and in Downtown Las Vegas. The contracts expire at midnight on May 31, 2018. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] One-Month Vegas Strike Could Cost Caesars, MGM \\$300M \(Meetings Focus\)](#)

(5/30/2018 2:07 PM, Eric Andersen)

UNITE HERE Gaming Research, the research arm of the hospitality workers' union, projected that a one-month strike in Las Vegas could cost the two largest employers on the Vegas Strip—MGM Resorts International and Caesars Entertainment Corporation—over \$300 million in operating profits. "It is difficult to gauge the potential impact of a large-scale strike in Las Vegas since we haven't had one since 1984, but we think a strike now would significantly impact MGM and Caesars' operations," said Ken Liu, a UNITE HERE analyst in a press

release on the Culinary Workers Union Local 226 website.

Approximately 24,000 MGM workers and 12,000 Caesars workers are part of this year's contract negotiations. On May 22, 2018, 25,000 union members voted by a 99% margin to authorize the union negotiation committee to call a strike if necessary. The last major citywide strike by a UNITE HERE local took place in Atlantic City in 2004. That strike lasted 34 days, and the union won a historically good contract, according to the union.

[\[NV\] Union: Strike would cost casinos over \\$300 million in first month \(Las Vegas Sun\)](#)

(5/30/2018 1:57 PM, Chris Kudialis)

A threatened strike by 50,000 Culinary Union workers in Las Vegas starting Friday would cost 34 casinos on the Strip and downtown more than \$300 million in its first month, union representatives estimated today. Union analyst Ken Liu said Caesars Entertainment's earnings would be slashed by \$115 million before interest, taxes, depreciation and amortization, while MGM Resorts International would lose \$200 million.

The two companies own most of the resorts on the Strip and employ nearly 40,000 union workers, primarily cocktail servers, bartenders, housekeepers, food servers, porters, bellmen, cooks and other kitchen workers. About 20 percent of the union workers are employed by Penn National Gaming, Golden Entertainment and Boyd Gaming.

[\[NV\] Strike deadline looms as Vegas strip could stand to lose hundreds of millions of dollars \(Fox News\)](#)

(5/30/2018 3:15 PM, Andrew Craft)

Las Vegas is bracing for a potential strike by some 50,000 casino-hotel workers if an agreement cannot be reached between Culinary Union local 226 and representatives from 34 hotel and casino properties up and down the famous Sin City strip.

The union's spokesperson, Bethany Khan, pointed out Wednesday that no tentative agreements have yet been reached with any casino. She added that citywide strike preparations are continuing. The vocal union, the city's largest, is made up of more than 50,000 casino-hotel workers including maids, kitchen workers, and security staff. Their contracts expire at midnight on May 31.

[\[NV\] Union: Las Vegas casinos could lose \\$10 million a day during strike \(Pittsburgh Tribune-Review\)](#)

(5/30/2018 4:12 PM, Associated Press)

The union representing thousands of Las Vegas casino workers says two companies would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike. The Culinary Union detailed Wednesday how it thinks a one-month strike would affect MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected.

The contracts of 50,000 workers employed at 34 casino-hotels expire at midnight Thursday. They could walk off the job any time starting Friday after voting last week to authorize a strike. MGM says it met with union negotiators this week and has more talks scheduled. The company says it remains confident that it can "resolve the outstanding contract issues."

[\[NV\] Las Vegas casinos, union negotiating pay raises for workers \(Las Vegas Review-Journal\)](#)

(5/30/2018 2:39 PM, Todd Prince)

Las Vegas' two largest casino operators are trying to bridge a roughly \$110 million wage and benefit gap with union workers as 36 hours remain until employment contracts officially end. The five-year contracts for about 50,000 Las Vegas hospitality employees, including bartenders, waitresses and housekeeping staff, expire at midnight Thursday at 34 resorts on the Strip and downtown. Negotiators for union workers are threatening to call a strike if an agreement isn't reached by the deadline, potentially impacting tens of thousands of guests

expected to arrive at the beginning of June for conventions and hockey games.

MGM Resorts International and Caesars Entertainment Corp., the two largest resort operators by employment, say they expect to reach an deal and avoid the first citywide strike in more than three decades. A month-long strike could cost MGM Resorts and Caesars as much as \$300 million in cash flow, according to a report by the unions. Their calculation assumes a 10 percent drop in revenue and 10 percent decline in margins. Culinary Local 226 and Bartenders Local 165 are seeking an average increase in their wages and benefits, such as health care and pensions, of 4 percent over the next five years, the unions said in a statement Wednesday.

Disability

[Businesses seek to expand opportunities for disabled workers \(Washington Post\)](#)

(5/30/2018 12:12 PM, Joyce M. Rosenberg – Associated Press)

On any weekday morning, Miles Thornback is working on marketing campaigns for real estate agents or dealing with tricky tech issues at the office. Thornback, who has cerebral palsy, got hired three years ago at the RE/MAX Prestige real estate agency in Costa Mesa, California, after the owners heard that he'd spent six years applying for jobs at hundreds of companies and finding nothing but negative mindsets. Many small business owners are open to hiring or specifically recruit people who have disabilities, sometimes because they want to expand the opportunities for people with talent and skills but who can't find jobs. The unemployment rate for people with disabilities who want to be hired is 8 percent, more than twice the national average.

While some jobs he applied for would have required him to do errands, which he couldn't have done, at many places he never got a clear explanation of why he wasn't considered. In his job, he coordinates with real estate agents and data providers to create postcards and letters that advertise properties for sale. The kind of disability a person has can vary, and can be cognitive or physical. So employees may be capable of different types of work. They do face similar difficulties in the workplace that others don't. There are plenty of people who want to be hired, an "untapped" talent pool, according to Joyce Bender, owner of Bender Consulting Services, a company that recruits workers with disabilities.

[The Alphabet Soup of Disability Income: SSDI, LTD and WC \(Kiplinger\)](#)

(5/30/2018 8:46 AM, Michael Stein)

Understanding the types of financial support available can be an uphill battle. If a medical condition has left you unable to work, you may be entitled to three main sources of supplemental income:

Social Security Disability Insurance (SSDI): To qualify for SSDI, applicants must have worked for five of the past 10 years. In addition, they must be below full retirement age (65-67) and suffer from a severe work-disrupting injury or physical/mental illness that will last at least a year (or is terminal).

Long-Term Disability Insurance (LTD): Similar to SSDI, LTD benefits are used as income replacement if you experience a severe medical condition. However, the requirements to qualify for benefits are not as stringent, and it usually takes much less time to start receiving payments. LTD benefits differ from SSDI payments in that they typically constitute a fixed percentage (usually 60%) of your salary at the time of your disability.

Workers' Compensation: Workers' compensation is designed to be a temporary source of income while you are healing and recovering. For example, this benefit would be appropriate if you fall from a ladder on a job site and are out temporarily while your injuries heal. However, if your condition becomes more severe or permanent, you may be eligible to apply for SSDI benefits as well.

[Why Disability Insurance Matters \(Human Resources Executive\)](#)

(5/30/2018 9:21 AM, Carol Harnett)

The longer I work in and around employee benefits, the more I've come to appreciate that there are enormous advantages to health- and financial-benefit programs that either a nation or an employer selected and paid for. Unfortunately, most adults evaluate hazards differently than risk-considering people like me, HR executives or actuaries. When Texas cattle producers sued Oprah Winfrey for creating "a lynch-mob mentality" among viewers during a 1998 episode on beef safety at the time of the mad-cow-disease scare, a risk-communications consultant named Peter Sandman described a formula for how people evaluate risk: Risk = Hazard + Outrage. Sandman wrote (bracketed words are mine):

"To the experts, risk means expected annual mortality [or financial ruin]. But to the public (and even the experts when they go home at night), risk means much more than that. Let's redefine terms. Call the death rate (what [many] experts mean by risk) "hazard." Call all the other factors, collectively, "outrage." Risk, then, is the sum of hazard and outrage. The public pays too little attention to hazard; the experts pay absolutely no attention to outrage. Not surprisingly, they rank risks differently."

Law & Compliance

[Senators: Labor Board Is Using Regulation to 'Evade' Ethics Issue \(Bloomberg BNA\)](#)

(5/30/2018 12:00 AM, Hassan A. Kanu)

Three lawmakers said to be considering a Democratic run for the White House yesterday told federal labor board Chairman John Ring (R) they're concerned the board is using the regulatory process to skirt conflict-of-interest issues and update its approach to joint employment to favor large corporations. Sens. Elizabeth Warren (D-Mass.), Bernie Sanders (I-Vt.), and Kirsten Gillibrand (D-N.Y.) said the National Labor Relations Board's plan to tackle joint employer liability via regulation appears to be a way to "evade the ethical restrictions" that apply to NLRB case decisions, according to a letter obtained by Bloomberg Law. They also foreshadowed a potential legal challenge to the eventual rule.

The board's approach to the joint employer issues could have significant implications for business and workers in franchise arrangements that require franchisees to follow a wide range of policies to maintain brand uniformity. It could also make companies that use staffing agencies joint employers of workers provided by those firms. Supporters of expanded liability say it gives workers a real seat at the table with those who direct their jobs, while critics say it makes companies liable for other business's workers.

[Trump's America: More Freedom for Banks, Less for Working People \(Common Dreams\)](#)

(5/30/2018 9:56 AM, Amy Traub)

On Monday, the Supreme Court released its decision in *Epic Systems v. Lewis*, ruling 5-4 that employers who steal wages, harass employees, or discriminate on the job can block workers from banding together to pursue justice in the courts. As a result of the ruling, corporations can force workers to sign arbitration clauses that eliminate their right to bring collective legal action. At a company's discretion, workers who refuse to sign an arbitration agreement can be fired or never hired in the first place. Without the threat of lawsuits, working people have little power to hold their employers accountable for breaking the law. Corporations are freed to violate fundamental workplace protections—from minimum wage laws, to workplace safety protections, to fair employment rules—with near impunity. Laws that cannot be enforced might as well not exist.

The 5 to 4 decision in *Epic Systems* was possible only because of the Republican-controlled Senate's unprecedented refusal to hold hearings on President Obama's Supreme Court nominee, opening the door for Trump to appoint Justice Gorsuch and cement an anti-worker majority on the court.

[Five Workplace Challenges for Employers in Changing Times \(JD Supra\)](#)

(5/30/2018 4:22 PM, Epstein Becker & Green)

While a complete machine takeover of the hiring process remains unlikely, big data analytics continues to be an attractive tool to assist HR departments. To that end, employers should consider the following practical steps to safeguard against machine learning run amuck in the hiring process:

Conduct a thorough due diligence of the vendor and its product(s), ask to view the algorithm and its different permutations, and seek indemnification to limit liability in the selection process.

Conduct a periodic statistical sampling of the AI-selected applicant pool and candidates through an adverse impact analysis.

Implement appropriate data security measures, such as determining how relevant data will be hosted and identifying a core group of individuals within HR who will have access to that data.

Understand document retention obligations so as to properly comply with Equal Employment Opportunity Commission ("EEOC") guidance, U.S. Department of Labor ("DOL") regulations, and state law.

[\[TX\] MG Foods alleged to have terminated office manager in retaliation \(SE Texas Record\)](#)

(5/29/2018 12:49 PM, Kristine Gonzales-Abella)

A Jefferson woman alleges her former Longview employer retaliated against her and terminated her for reporting wage violations. Brandi Ellis filed a complaint on May 18 in the Marshall Division of the Eastern District of Texas against MG Foods of Texas Inc. alleging violation of the Fair Labor Standards Act.

According to the complaint, the plaintiff was employed by the defendant as an office manager at its Longview location. She alleges she noticed that the pay of minority production employees were being shorted by the company and reported the violations to the plant manager. She alleges she was later terminated in retaliation. The plaintiff requests a trial by jury and seeks compensatory damages, liquidated damages, attorneys' fees, costs and such other and further relief as the court deems just. She is represented by William S. Hommel Jr. of Hommel Law Firm in Tyler.

[\[CA\] How Recent Changes In The Independent Contractors Law Can Impact Workers Comp In California \(Forbes\)](#)

(5/30/2018 9:00 AM, Ken Goodwin)

Previously, independent contractors were identified as individuals who work with an organization but are not counted as employees. This categorically prevents them from availing various benefits that permanent employees get to enjoy. However, these independent contractors then have to work with conditions that aren't always best. As independent contractors, government rules for minimum wages, breaks, overtime and more do not apply to them.

While businesses do their best to work with them ethically, they have a lot more gray areas to exploit when working with independent contractors. At times, they can also get some leg room when it comes to employment taxes and more. The new court ruling comes based off a class action lawsuit that Dynamex Operations West Inc. was charged with. The organization had previously misclassified its delivery drivers. Interestingly, almost every business works with independent contractors regardless of size. Understanding this factor, the new ruling highlighted and revised the criterion for an independent contractor.

[\[CA\] San Francisco Subpoenas Uber and Lyft for Proof Drivers Aren't Employees \(Gizmodo\)](#)

(5/29/2018 4:08 PM, Bryan Menegus)

Both Uber and Lyft have been subpoenaed by San Francisco's city attorney for information on driver

classification, wages, and benefits to see if the ridesharing companies are compliant, Reuters reports. Among other documentation, the subpoenas seek “a complete list of drivers who began or ended at least one ride in San Francisco from 2015 to the present” and “proof that any driver classified as an independent contractor meets all three criteria set by the California Supreme Court,” according to a press release from the city’s attorney

The probe follows a May 1 ruling — *Dynamex Operations West v Superior Court* — in which the California Supreme Court sided with delivery drivers who had been misclassified as “independent contractors” rather than full employees, and thereby deprived of the benefits and legal protections that conveys. Uber and Lyft drivers are similarly classified as contracts. The companies have long argued they’re merely a platform that connects drivers to passengers rather than a traditional employer. While the US Supreme Court ruled last week against workers’ right to class action suits — thereby undermining one of the few options for redress for gig economy workers — this new probe has the potential to result in higher pay and benefits for rideshare drivers without the need for individual drivers to be mired in years-long cases that often award very little.

[\[CA\] California employers at reduced risk for labor litigation following Supreme Court decision, litigators say \(Northern California Record\)](#)

(5/29/2018 7:51 AM, Karen Kidd)

California employers now have a lower risk of ending up in court fighting Federal Arbitration Act and National Labor Relations Act (NLRA) lawsuits following a split U.S. Supreme Court decision in a major arbitration case earlier this month, two California litigators said in recent interviews. “Employers with arbitration agreements subject to the FAA that contain class waivers can rest assured that their agreement does not violate the NLRA,” Wendy McGuire Coats, partner and a certified appellate law specialist with Fisher Phillips in San Francisco, told the Northern California Record.

“This is especially important for employers with businesses inside and outside the 9th Circuit because they no longer have to worry about conflicting authority that permitted class waivers on the one hand and prohibited them on the other.” The high court’s recent decision in *Epic Systems Corp. v. Lewis* could “significantly reduces the risk of class action or collective lawsuits in the employment context, but will not eliminate them,” Margaret Grover, a partner in the employment practice group at Wendel Rosen Black & Dean in Oakland, said in a separate interview with the Northern California Record

Family and Medical Leave

[An Employee’s Workplace Asthma Attack May Trigger FMLA Protections \(National Law Review\)](#)

(5/30/2018 10:47 AM, Ashley C. Zangara)

In *Dighello*, plaintiff worked as a router and dispatcher for a wholesale food service distributor. Her position required her to work 12.5 hour shifts without breaks. After four years on the job, she became ill with walking pneumonia and was absent for two days. Upon return, she requested a reduced work schedule as an accommodation. The employer refused, insisting that the full schedule be worked. Shortly thereafter, plaintiff suffered a bronchial asthma attack while in the office and went to the hospital for emergency treatment. When she returned to work and was advised that she was required to work the full 12.5 hour work days.

Several days later, and following her refusal to commit to the full schedule, the employee was discharged. For purposes of the Plaintiff’s retaliation claim, the employer conceded all elements besides whether the plaintiff exercised rights protected by the FMLA. The Court found that seeking emergency medical treatment could qualify as protected FMLA leave and thus the plaintiff sufficiently stated a retaliation claim. As for her FMLA interference claim, the Court noted that an employer’s failure to notify an employee of her FMLA rights may constitute interference if the lack of notice causes the employee to forfeit FMLA leave. Here, the plaintiff’s allegations that her employer instructed her to work 12.5 hour shifts, even after her asthma attack, were

sufficient to show that the employer's instructions may have had a "chilling effect" or fully prevented the plaintiff from taking FMLA leave. Thus, the court permitted the plaintiff's FMLA interference claim to proceed with respect to her asthma condition.

[DOL Provides Guidance to Employers on Travel Time, Break Periods Under FMLA \(Sophisticated Employer\)](#)

(5/30/2018 12:00 PM, Claudia D. Orr)

DOL revives practice of issuing opinion letters to employers with recent guidance addressing travel time and break periods under FMLA. For more than 70 years, the Wage and Hour Division of the Department of Labor (DOL) had issued "opinion letters" providing guidance to employers seeking direction on discrete issues. But that practice ended under the Obama Administration in 2010. However, in June 2017, the DOL announced that this service would be reinstated, and it has. The DOL recently issued two opinion letters addressing compensation for frequent 15-minute breaks taken under the Family and Medical Leave Act (FMLA) and for non-exempt employees' travel time. Let's see how these discrete issues were framed by employers and addressed by the DOL.

First, an employer asked whether it had to compensate an employee who was seeking intermittent FMLA leave at the frequency/duration of one 15-minute break every hour during the workday, thus reducing the employee's work during an eight-hour shift to just six hours. The DOL began with the general rule set forth in 29 CFR 785.18 that any rest period of 20 minutes or less must be compensated because such breaks primarily benefit the employer by having a reenergized employee, thereby promoting efficiency. However, the DOL recognized that, in some circumstances, short rest breaks may be primarily for the employee's benefit and need not be compensated. Citing, *Spiteri v AT&T Holdings, Inc.*, 40 F Supp 3d 869 (ED Mich, 2014)(frequent breaks to accommodate an employee's back pain were for employee's benefit and did not need to be paid).

[\[TX\] Meals On Wheels Branch CEO Says His Firing Violated FMLA \(Law360\)](#)

(5/30/2018 8:42 PM, John Petrick)

The former president and CEO of a Texas chapter of Meals on Wheels Ministry Inc. has filed suit in federal court alleging the nonprofit organization wrongfully fired him days after he filed for medical leave because of serious health problems related to his diabetes. Plaintiff Michael P. Powell's suit, filed Tuesday in the Eastern District of Texas, accuses Meals on Wheels Ministry of Family Medical Leave Act violations, including interference and retaliation. Powell worked for the nonprofit in Tyler, Texas, for 28 years before being fired.

Retirement

[Can the Fiduciary Rule Be Saved? \(Investopedia\)](#)

(5/29/2018 2:00 PM, Rebecca Lake)

Since it was first proposed in 2010, the Department of Labor's (DOL) fiduciary rule has been on a long and winding journey, and it may be coming to an end. While the rule was intended to close a loophole in the definition of "fiduciary," it's been met with resistance from the financial planning sector. The loophole, located in the Employment Retirement Income Security Act (ERISA), allowed personalized advice to be rendered by most broker-dealer and insurance representatives without fiduciary accountability, says Blaine Aikin, executive chairman at Fi360 in Pittsburgh, Pennsylvania: "Investors routinely believed, and were led to believe, that they were getting objective, professional advice when in fact, the advice provider was acting as a sales representative of their employer."

The fiduciary rule had positive implications for retirement savers because it enforced new accountability standards for retirement plan advisors. However, according to Aikin, "Abruptly changing business practices to avoid conflicts of interest and meet higher proficiency standards isn't easy, especially for large firms. It takes time and money to do that, and it disrupts the profitability model of a sales-driven culture to shift to a

professional advice paradigm.”

[Can a state-sponsored 401\(k\) plan expand access to retirement savings? \(MarketWatch\)](#)

(5/30/2018 1:04 PM, Alicia H. Munnell)

The coverage gap is the most serious problem in the private sector retirement system. At any moment in time, less than half of private sector workers are offered any type of retirement plan by their employer. Since people tend to only save through organized savings mechanisms, those without coverage do not accumulate retirement assets. Policy makers have recognized the coverage problem and have proposed a federal “Auto-IRA” program under which employers without a plan would be required to automatically deposit a percentage of their employee’s earnings in an individual retirement account. The employee would retain the ability to opt out. Unfortunately, no such legislation has been enacted at the federal level. Instead, the states have leapt into the breach. California, Connecticut, Illinois, Maryland, and Oregon are in various stages of developing state Auto-IRA programs. Oregon’s program is actually up and running.

Massachusetts has taken a different tack. In 2017, the state launched a multiple-employer 401(k) plan open to nonprofits with 20 employees or fewer. This initiative is known as the Connecting Organizations to Retirement (CORE) plan. The state takes on the bulk of the administrative and investment responsibilities. The idea is to relieve small employers of the administrative and fiduciary burden of offering their own plans, and, through economies of scale, reduce the fees and expenses generally associated with running a small 401(k). Once an employer chooses to participate in CORE, its employees are automatically enrolled in the plan. An employee can then opt out if he chooses not to participate. The employer can match the employee contributions or make contributions regardless of whether or not the employee contributes. CORE automatically escalates the employee’s contribution; for example, the initial contribution rate is increased gradually each year until it reaches a specified ceiling.

[What Happens if We All Run Out of Money for Retirement? \(US News & World Report\)](#)

(5/30/2018 2:48 PM, Geoff Williams)

If you’re afraid you haven’t saved enough for a secure retirement, you’re not alone. Americans are increasingly anxious about acquiring the financial resources and savings necessary for a solid retirement foundation. In fact, a 2016 survey of more than 3,200 Americans from the financial firm Allianz found that more than 60 percent of baby boomers fear running out of their savings more than death. So, chances are you’re wondering what could happen if the so-called retirement crisis, in which people no longer have the financial capacity to support themselves, comes to fruition in the future. How will the country address Americans outliving their retirement savings and what might retirement look like in years to come?

To help you navigate the transition, we tapped experts for their insights on potential trends, along with strategies for staying prepared to ensure retirement security.

[Social Security: Past, Present And Future \(Forbes\)](#)

(5/30/2018 2:36 PM, Catherine Schnaubelt)

Social Security is an important social insurance program that many Americans have come to rely on for retirement, disability, and survivor benefits—according to the Social Security Administration (SSA), about 63 million Americans will receive \$1 trillion in benefits in 2018. Because Social Security was designed to only replace roughly 40 percent of a worker’s income in retirement, most financial advisors suggest supplementing its benefits with other sources of income, such as personal savings and investments. Nevertheless, the SSA estimates that about one-third of beneficiaries depend on Social Security benefits for more than 90 percent of their retirement income.

Due to several factors, primarily changing demographics in the U.S., the trustees of the Social Security Trust Fund—the surplus of funds created by collecting more tax dollars than are being paid out—project that it will be

depleted by 2034 without meaningful entitlement reform. Given that Social Security has served as the foundation of most American workers' retirement income for decades, many current workers and young retirees are concerned about what the future of Social Security looks like and how it will impact their retirement plans.

[How Technology Is Disrupting Retirement Planning \(The Street\)](#)

(5/30/2018 5:24 PM, Robert Powell)

Technology has a way of disrupting much in the world, and that includes retirement investing. That was the topic that the Pension Research Council (PRC) explored during a recent symposium. Experts from around the world gathered to discuss how technological innovation is changing the retirement marketplace and insurance markets, and how retirement plan sponsors help shape workers' pension, saving, investment and decumulation plans.

In an interview, Olivia Mitchell, the executive director of the PRC at the Wharton School of the University of Pennsylvania, said fintech, (that is, the emerging services sector of financial technology) holds a great deal of promise, but it's not yet fully helping those saving for or living in retirement. "It seems like fintech has a lot of potential that is not yet very well put in place," she said. "For example, we know that there are lots of people that need more access to saving and investment advice, people who might have small accounts, who financial advisers are not particularly interested in. So, access is critical, low cost is critical, and again, fintech has a lot of promise in that arena."

[Editorial note: Listen to audio at source link]

[5 Retirement Genius Ideas for Helping the World Retire Better \(Think Advisor\)](#)

(5/29/2018 3:00 PM, Allison Bell)

Analysts at the Transamerica Center for Retirement Studies and the Aegon Center for Longevity of Retirement talk about how they would reboot the world's retirement systems in a new report on retirement in the 21st century. The authors include the results of a survey of 16,000 workers and retirees in 15 countries in the Americas, Europe, Asia and Australia.

The analysts list steps that governments, and societies as a whole, should take to make things better. They suggest that one thing countries can do is simply to give employers more positive ideas about aging, and about what older people can do. "Older individuals have wisdom and experience to share with younger generations," the analysts write. But "stereotypical views of older people, aging, and retirement portrayed in the media and too frequently part of our daily conversation... are a significant barrier for older people who may want and/or need to stay in the workforce longer to save and prepare for a secure retirement," the analysts write.

[Is The World Ready For Retirement? \(Wealth Advisor\)](#)

(5/29/2018 3:00 PM, Staff Report)

Almost half of today's workers and retirees believe that future generations of retirees will be worse off than those currently in retirement, according to findings from new global research. 'The New Social Contract: A Blueprint for Retirement in the 21st Century' is based on a 2018 survey of 16,000 workers and retirees in 15 countries spanning the Americas, Europe, Asia, and Australia.

It is a collaboration among Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. "Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are impacting their plans for retirement.

[Economic Disruption Means the World Needs to Rethink Retirement \(401\(k\) Specialist\)](#)

(5/29/2018 6:00 PM, Jessa Claeys)

Almost half of the world is apprehensive about the future state of retirement, new research suggests. In a recent survey of 16,000 workers and retirees throughout the Americas, Europe, Asia and Australia, 49 percent of global respondents and 46 percent of Americans think future retirees will be worse off than those who are currently retired.

The findings were published in *The New Social Contract: A Blueprint for Retirement in the 21st Century*, a collaborative research report from Aegon Center for Longevity and Retirement (ACLR), Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. “Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement,” Catherine Collinson, CEO and president of Transamerica Institute and TCRS and executive director of ACLR, said in a statement.

[\[TN\] Eye Centers, leaders ordered to pay nearly \\$1M to employees \(Upper Cumberland Business Journal\)](#)

(5/30/2018 9:52 AM, Amye Anderson)

The US District Court for the Middle Tennessee, Northeastern Division, also ruled that ECOTN, Patterson, and Mays be removed as fiduciaries. All have been permanently enjoined from serving as fiduciaries to any future employee benefit plans. “The US Dept. of Labor will litigate cases aggressively against fiduciaries who have committed gross violations and pension laws,” said Stanley Keen, Regional Solicitor in Atlanta. “Our goal is not only to protect employees who have suffered losses from their pension plans and to prevent violations in the future, but to ensure that other employers who follow the law are operating on a level playing field.”

The investigation by the DOL’s Employee Benefits Security Administration (EBSA) determined Patterson and Mays, who both served as the profit-sharing plan’s trustees, used the plan to pay \$344,225 to Park Street Properties, owned by Mays. Additional records show that the plan was used to fund other non-ECOTN interests.

[\[OR\] Oregon passes retirement incentive for city workers \(Sauk Valley Media\)](#)

(5/29/2018 9:01 PM, Zach Arbogast)

Oregon has established a retirement incentive designed to reward city workers for staying on the job longer. Under the new plan, passed unanimously May 22, employees who’ve reached 35 years will receive a retirement bonus of \$1,000 for each year of their service, while 30-year employees will get a \$750-a-year bonus, and those who have worked 25 years will get \$500.

“This encourages staff who are well-trained to stay the extra couple of years with the city, and allow us to gain their knowledge,” Mayor Ken Williams said. “When they do leave, the costs of the bonus will be recouped within 2 to 3 years, not requiring any tax increase to the public.” That’s because the new city employees hired to replace them will make less money, he said.

Trade

[U.S. farmers dazed by Trump trade drama \(Politico\)](#)

(5/30/2018 10:00 AM, Liz Crampton)

Tuesday was back-to-work time for farmers who took Memorial Day off — and the White House returned to a position of antagonism in its trade dispute with China. Little more than a week after Treasury Secretary Steven Mnuchin said the trade brinksmanship was “on hold” while the two countries engaged in an economic dialogue, the White House issued a surprise statement saying it will move ahead with plans to protect U.S. intellectual property.

The Trump administration said it will take steps to impose 25-percent tariffs on \$50 billion worth of Chinese

goods and establish broad investment restrictions along with pursuing litigation at the WTO. The list of goods it will target will be unveiled by June 15, and the added levy will be imposed shortly after, the White House said. Earlier this year, China published a list of U.S. goods it would retaliate against in kind should Trump carry out such restrictions. Soybeans, wheat, corn, beef and orange juice were on Beijing's hit list.

[US firms upbeat despite trade uncertainties: Fed \(Breitbart\)](#)

(5/30/2018 2:23 PM, Staff)

Trade uncertainties continue to cast a shadow on US businesses, but firms remain largely upbeat even amid a labor shortage that has forced more to raise wages, the Federal Reserve survey said Wednesday. Labor shortages have been a growing concern for many months, at all skill levels and across many industries, but now are prompting firms to take extraordinary steps and even turn away business, according to the Fed's "beige book" survey of the economy.

As President Donald Trump pursues a multi-front trade battle that has the United States at odds with allies like the European Union, as well as economic adversaries like China, business contacts and farmers continue to worry about the backlash, including a hit to exports and rising prices of key goods like steel and aluminum. The White House on Tuesday said it was going ahead with 25 percent tariffs on \$50 billion in Chinese high-tech goods, despite announcing last week that the trade spat was "on hold" while negotiations were underway. Commerce Secretary Wilbur Ross was due to travel to Beijing on Wednesday for another round of talks to head off a tit-for-tat trade war.

[\[TX\] Trump's push to revamp NAFTA stokes 'unease' in Texas as negotiations drag on \(Valdosta Daily Times\)](#)

(5/30/2018 5:56 PM, Tom Benning)

Texans in Congress are growing ever more anxious over the fate of the North American Free Trade Agreement as the Trump administration's halting deliberations with Mexico and Canada drag on longer than many had hoped. That worry is not altogether new, given that President Donald Trump has long threatened to withdraw from an agreement he's called the "worst trade deal ever made."

Top Texas lawmakers felt compelled in recent days to urge the White House's trade team to remain at the negotiating table with America's neighbors, especially as the high-stakes discussions bear the helter-skelter hallmarks of Trump's broader trade agenda. Instability that is forcing some Texas businesses to put off expansion plans. The reason is obvious: Texas is home to about 1 million jobs supported by trade with Mexico and Canada, according to the U.S. Chamber of Commerce. Some key Texas are wondering if Congress is doing enough to protect a deal they consider vital. Many Texans have pledged to keep making the case that the deal is an economic necessity.

National

[Fed's Beige Book: 'Manufacturing Shifted Into Higher Gear' \(Wall Street Journal\)](#)

(5/30/2018 2:42 PM, Sarah Chaney and Sharon Nunn)

Economic activity expanded at a moderate pace across most of the U.S. this spring, driven in part by a pickup in manufacturing activity despite trade tensions, according to a Federal Reserve report released Wednesday. Most of the Fed's regional districts reported moderate economic growth in late April and early May, the Fed said in its latest roundup of anecdotal information about regional economic conditions known as the beige book. The Dallas district was an exception, reporting a solid pickup in economic activity. The report was based on information collected through May 21.

The strength reported in the manufacturing sector arrives after the Trump administration in March announced plans to institute broad tariffs of 25% on steel and 10% on aluminum products. While some manufacturers expressed optimism in the outlook for the sector, many also noted that the new tariffs were creating uncertainty,

the report showed.

[Fed Says Economy Grew 'Moderately' Amid Strong Manufacturing \(Bloomberg\)](#)

(5/30/2018 2:08 PM, Christopher Condon)

The U.S. economy expanded moderately through much of April and May, a subtle upgrade from previous periods, with little indication of overheating, a Federal Reserve survey showed. The central bank's Beige Book economic report, based on anecdotal information collected by the 12 regional Fed banks through May 21, said manufacturing showed "strong" gains, while employment and prices continued to rise "modestly" or "moderately." "Manufacturing shifted into higher gear with more than half of the districts reporting a pickup in industrial activity and a third of the districts classifying activity as 'strong,'" according to the report, released Wednesday in Washington.

The report may bolster the case for the central bank to raise interest rates when policy makers next meet June 12-13 in Washington. While a political crisis in Italy has roiled debt markets in recent days, the odds of a rate increase at that meeting implied by pricing in federal funds futures contract remained above 90 percent. The Fed is broadly expected to lift rates three or four times in 2018, including the move it made in March.

{End of Report}

From: Kindelan, Megan - BLS
To: [Robertson, Ken - BLS](#); [Horrigan, Michael - BLS](#); [Levi, Michael - BLS](#); [Mousa, Jay - BLS](#); [Mullins, Carol - BLS](#); [Rust, Rebecca - BLS](#); [Wiatrowski, William - BLS](#); [Fieldhouse, Lisa - BLS](#); [Cerritos, Guadalupe - BLS](#); [Ruiz de Gamboa, Nancy - BLS](#); [Monaco, Kristen - BLS](#); [Eldridge, Lucy - BLS](#); [Hatch, Julie - BLS](#); [Friedman, David - BLS](#); [Edgar, Jennifer - BLS](#)
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From: DOL Daily

Sent: Friday, June 1, 2018 6:16:56 AM (UTC-05:00) Eastern Time (US & Canada)

To: john.prall@techmis.com

Subject: DOL Daily Briefing (6-1-18)

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DOL DAILY BRIEFING

U.S. Department of Labor

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DOL News and Opinion [#_Toc515597054]

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [#_Toc515597055]

DOL News Releases [#_Toc515597056]

Unemployment Insurance Weekly Claims (Department of Labor) [#_Toc515597057]

Employment [#_Toc515597058]

Jobs Report for May: Here's What to Watch For (New York Times) [#_Toc515597059]

U.S. job growth seen picking up, wage growth likely moderate (New York Times) [#_Toc515597060]

5 Things to Watch in the May Jobs Report (Wall Street Journal) [#_Toc515597061]

Job growth seen robust in May, but workers still looking for pay raise (CNBC) [#_Toc515597062]

May jobs report, what will it take to roil the markets (Fox Business) [#_Toc515597063]

US job growth might have picked up in May despite trade rift (ABC News) [#_Toc515597064]

These franchises are hiring hundreds of workers this summer (Fox Business) [#_Toc515597065]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [#_Toc515597066]

Got Jobs? Dairy Does (National Milk Producers Federation) [#_Toc515597067]

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [#_Toc515597068]

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo) [#_Toc515597069]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy) [#_Toc515597070]

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [#_Toc515597071]

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance) [#_Toc515597072]

[WI] Foxconn can keep workers in state (La Crosse Tribune) [#_Toc515597073]

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [#_Toc515597074]

Unemployment [#_Toc515597075]

US Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [#_Toc515597076]

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [#_Toc515597077]

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [#_Toc515597078]

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [#_Toc515597079]

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [#_Toc515597080]

[NC] IBM confirms Watson Health layoffs, says cuts are ‘small percentage’ of workforce (WRAL TechWire) [#_Toc515597081]

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon) [#_Toc515597082]

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel) [#_Toc515597083]

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times) [#_Toc515597084]

Apprenticeship [#_Toc515597085]

Rise of the apprentice: A European tradition comes to the US (MSN) [#_Toc515597086]

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [#_Toc515597087]

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [#_Toc515597088]

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [#_Toc515597089]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [#_Toc515597090]

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [#_Toc515597091]

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle) [#_Toc515597092]

Labor [#_Toc515597093]

American health-care workers are committing suicide in unprecedented numbers (The Hill) [#_Toc515597094]

The Heavy Toll of Opioids on America’s Labor Force (US News & World Report) [#_Toc515597095]

Public sector jobs: States where the most people work for the government (USA Today) [#_Toc515597096]

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire) [#_Toc515597097]

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor) [#_Toc515597098]

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [#_Toc515597099]

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [#_Toc515597100]

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [#_Toc515597101]

CareerCast’s 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga) [#_Toc515597102]

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga) [#_Toc515597103]

Employers' use of temporary, contract workers continues to increase (HR Dive) [#_Toc515597104]

[NY] Should employees have a right to disconnect? (HR Dive) [#_Toc515597105]

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle) [#_Toc515597106]

[GA] Teach For America raising concerns in teaching profession (Daily Illini) [#_Toc515597107]

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times & Free Press) [#_Toc515597108]

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [#_Toc515597109]

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon) [#_Toc515597110]

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press) [#_Toc515597111]

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business) [#_Toc515597112]

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter) [#_Toc515597113]

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate) [#_Toc515597114]

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post) [#_Toc515597115]

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan) [#_Toc515597116]

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [#_Toc515597117]

[CA] Silicon Valley's company towns are doomed (Co.Design) [#_Toc515597118]

Child Labor [#_Toc515597119]

Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [#_Toc515597120]

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [#_Toc515597121]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail) [#_Toc515597122]

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post) [#_Toc515597123]

Immigration [#_Toc515597124]

Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart) [#_Toc515597125]

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza) [#_Toc515597126]

Ag leaders hope Trump can improve H-2A (The Packer) [#_Toc515597127]

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management) [#_Toc515597128]

Medical groups warn Trump of ‘imminent healthcare repercussions’ due to visa crackdown (Think Progress) [#_Toc515597129]

Working Women [#_Toc515597130]

The child-free life: Why so many American women are deciding not to have kids (Washington Post) [#_Toc515597131]

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop) [#_Toc515597132]

Women Less Optimistic Than Men About the Future of Work (Benzinga) [#_Toc515597133]

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [#_Toc515597134]

Wages & Compensation [#_Toc515597135]

A Record Month for Raises (Wall Street Journal) [#_Toc515597136]

Should women feel ashamed for earning more than their male partners? (MarketWatch) [#_Toc515597137]

Jobs Are Booming. Are Wages Next? (Bloomberg) [#_Toc515597138]

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [#_Toc515597139]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [#_Toc515597140]

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller) [#_Toc515597141]

Psychologists: Women are not to blame for the wage gap (EurekAlert!) [#_Toc515597142]

The right to raise a family without going broke (The Week Magazine) [#_Toc515597143]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press) [#_Toc515597144]

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers’ wages (Washington Post) [#_Toc515597145]

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR) [#_Toc515597146]

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News) [#_Toc515597147]

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [#_Toc515597148]

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles) [#_Toc515597149]

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg) [#_Toc515597150]

Minimum Wage [#_Toc515597151]

Seven facts about tipped workers and the tipped minimum wage (Economic Policy Institute) [#_Toc515597152]

[PA] Gov. Wolf calls for increase of state’s minimum wage (WJAC-TV NBC 6 Johnstown) [#_Toc515597153]

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [#_Toc515597154]

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [#_Toc515597155]

Overtime [#_Toc515597156]

[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [#_Toc515597157]

Paid Leave [#_Toc515597158]

When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune) [#_Toc515597159]

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio) [#_Toc515597160]

Worker's Compensation [#_Toc515597161]

[MA] Mother and Daughter Indicted for Workers' Compensation Fraud (WorkersCompensation) [#_Toc515597162]

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [#_Toc515597163]

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [#_Toc515597164]

Employee Misclassification [#_Toc515597165]

[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [#_Toc515597166]

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [#_Toc515597167]

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [#_Toc515597168]

Wage Violations [#_Toc515597169]

[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [#_Toc515597170]

Worker Safety [#_Toc515597171]

Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [#_Toc515597172]

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [#_Toc515597173]

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [#_Toc515597174]

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [#_Toc515597175]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [#_Toc515597176]

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [#_Toc515597177]

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance) [#_Toc515597178]

Veteran [#_Toc515597179]

A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [#_Toc515597180]

Unique new hiring initiative focuses on student vets (Military Times) [#_Toc515597181]

[WI] The Joseph Project raises vets' employment hopes (Stars & Stripes) [#_Toc515597182]

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror) [#_Toc515597183]

Union [#_Toc515597184]

It's time to acknowledge that strikes work (Washington Post) [#_Toc515597185]

Largest federal employee union sues Trump over rollback of union protections (Washington Post) [#_Toc515597186]

Federal employees sue Trump over executive order restricting union activity (The Hill) [#_Toc515597187]

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress) [#_Toc515597188]

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [#_Toc515597189]

Why the Teacher Strikes Matter So Much (Daily Kos) [#_Toc515597190]

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [#_Toc515597191]

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice) [#_Toc515597192]

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader) [#_Toc515597193]

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [#_Toc515597194]

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times) [#_Toc515597195]

[SC] Boeing South Carolina workers face union membership vote (Fox Business) [#_Toc515597196]

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South (Charleston Post & Courier) [#_Toc515597197]

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal) [#_Toc515597198]

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [#_Toc515597199]

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [#_Toc515597200]

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [#_Toc515597201]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton) [#_Toc515597202]

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [#_Toc515597203]

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint) [#_Toc515597204]

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [#_Toc515597205]

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy) [#_Toc515597206]

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [#_Toc515597207]

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner) [#_Toc515597208]

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles) [#_Toc515597209]

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald) [#_Toc515597210]

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal) [#_Toc515597211]

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [#_Toc515597212]

Disability [#_Toc515597213]

How Can Business Leaders Support Disabled Workers? (Talent Economy) [#_Toc515597214]

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal) [#_Toc515597215]

Law & Compliance [#_Toc515597216]

Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [#_Toc515597217]

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune) [#_Toc515597218]

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed) [#_Toc515597219]

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [#_Toc515597220]

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox) [#_Toc515597221]

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [#_Toc515597222]

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming) [#_Toc515597223]

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review) [#_Toc515597224]

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [#_Toc515597225]

Family and Medical Leave [#_Toc515597226]

[TX] Unpaid FMLA leave may be ‘unemployment’ in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [#_Toc515597227]

Retirement [#_Toc515597228]

DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor) [#_Toc515597229]

Solving America’s retirement security challenges (CNBC) [#_Toc515597230]

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report) [#_Toc515597231]

Let’s get real about planning: What an average retirement costs (USA Today) [#_Toc515597232]

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today) [#_Toc515597233]

Gig Workers’ Retirement Prospects Look Dim (Forbes) [#_Toc515597234]

Pension and a paycheck? State may loosen ‘double dipping’ rules (Boston Globe) [#_Toc515597235]

Side Hustles Are Changing How People Plan for Retirement (Motley Fool) [#_Toc515597236]

Retirement Could Be Tougher in the Future (World at Work) [#_Toc515597237]

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo) [#_Toc515597238]

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo) [#_Toc515597239]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [#_Toc515597240]

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [#_Toc515597241]

Trade [#_Toc515597242]

The U.S. Moves Closer to a Trade War With Allies (Wall Street Journal) [#_Toc515597243]

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico) [#_Toc515597244]

Trump’s Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [#_Toc515597245]

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [#_Toc515597246]

TrumpTrade: How Trump’s Trade Policies Divide CEOs (Chief Executive) [#_Toc515597247]

Trump’s Trade War Would Be Very Bad for Many Americans (Pacific Standard) [#_Toc515597248]

[MI] Detroit Wins With NAFTA (Heritage Foundation) [#_Toc515597249]

National [#_Toc515597250]

U.S. consumer spending accelerates; weekly jobless claims fall (New York Times) [#_Toc515597251]

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg) [#_Toc515597252]

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg) [#_Toc515597253]

US consumer spending up 0.6 percent, best in 5 months (ABC News) [#_Toc515597254]

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch) [#_Toc515597255]

Editorial Note: This Brief represents summarized content - click on the hyperlink to access full-text articles for these news summaries.

DOL News and Opinion

Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety (Berks-Mont News) [<http://www.berksmontnews.com/general-news/20180531/departmen...>]

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

Unemployment Insurance Weekly Claims (Department of Labor)
[<https://www.dol.gov/sites/default/files/documents/newsroom/r...>]

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

EmploymentJobs Report for May: Here's What to Watch For (New York Times)

[\[https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...\]](https://www.nytimes.com/2018/06/01/business/economy/jobs-rep...)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

U.S. job growth seen picking up, wage growth likely moderate (New York Times)

[\[https://www.nytimes.com/reuters/2018/06/01/business/01reuter...\]](https://www.nytimes.com/reuters/2018/06/01/business/01reuter...)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy. Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists. The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

5 Things to Watch in the May Jobs Report (Wall Street Journal) [\[https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...\]](https://blogs.wsj.com/economics/2018/05/31/5-things-to-watch...)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.

Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.

How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?

Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage

increases, but overall pay gains have decelerated in recent months, perplexing economists.

Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

Job growth seen robust in May, but workers still looking for pay raise (CNBC)

[\[https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...\]](https://www.cnbc.com/2018/05/31/job-growth-robust-in-may-but...)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

May jobs report, what will it take to roil the markets (Fox Business) [\[https://www.foxbusiness.com/markets/may-jobs-report-what-wil...\]](https://www.foxbusiness.com/markets/may-jobs-report-what-wil...)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

US job growth might have picked up in May despite trade rift (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-job-growth-pick...\]](https://abcnews.go.com/Business/wireStory/us-job-growth-pick...)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

These franchises are hiring hundreds of workers this summer (Fox Business)

[\[https://www.foxbusiness.com/features/these-franchises-are-hi...\]](https://www.foxbusiness.com/features/these-franchises-are-hi...)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

As U.S. jobs go begging, forget those monthly gains of 200,000 (MSN) [\[http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...\]](http://www.msn.com/en-us/news/other/as-us-jobs-go-begging-fo...)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

Got Jobs? Dairy Does (National Milk Producers Federation) [\[http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...\]](http://www.nmpf.org/latest-news/ceo-corner/may-2018/got-jobs...)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the "Got Jobs?" campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder's Annual Survey (Spoke) [\[http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...\]](http://www.spoke.com/press_releases/5b110c482c33d47ab8011a89...)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[NY] The industries projected to have the most job openings in WNY (WKBW-TV ABC 7 Buffalo)
[\[https://www.wkbw.com/news/hiring-716/the-industries-projected...\]](https://www.wkbw.com/news/hiring-716/the-industries-projected...)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York's workforce development.

[Editorial note: See list at source link]

[GA] Korean company to create 500 jobs in Whitfield County (Penn Energy)
[\[http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...\]](http://www.pennenergy.com/articles/pennenergy/2018/05/solar-...)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[KY] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says (Lexington Herald-Leader) [\[http://www.kentucky.com/news/state/kentucky/article212246574...\]](http://www.kentucky.com/news/state/kentucky/article212246574...)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[MI] Morley to hire 60 people for customer service jobs starting at \$10 per hour (Grand Valley Advance)
[\[http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...\]](http://www.mlive.com/news/saginaw/index.ssf/2018/05/morley_t...)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The

fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[WI] Foxconn can keep workers in state (La Crosse Tribune) [<http://lacrossetribune.com/opinion/columnists/tom-still-foxc...>]

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[CA] New milestone on high-speed rail project: 2,000th construction job created (Fresno Bee) [<http://www.fresnobee.com/opinion/article212270549.html>]

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building, 2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

UnemploymentUS Jobless Claims Declined in Week Ended May 26 (Wall Street Journal) [<https://www.wsj.com/articles/us-jobless-claims-declined-in-w...>]

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torrey)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor

Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

Jobless claims drop 13,000 to 221,000 in late May (MarketWatch) [<https://www.marketwatch.com/story/jobless-claims-drop-13000-...>]

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

Sears plans to close 72 more stores, closing sales to start in near future (CNBC) [<https://www.cnn.com/2018/05/31/sears-plans-to-close-72-more-...>]

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to close next.

[VT] Keurig Green Mountain Lays Off 35 Vermont Employees (Seven Days Vermont) [<https://www.sevendaysvt.com/OffMessage/archives/2018/05/31/k...>]

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[MD] Ellicott City flood leaves many workers without jobs (Carroll County Times) [<http://www.carrollcountytimes.com/bs-hs-flood-displaced-work...>]

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[NC] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce (WRAL TechWire)
[\[https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...\]](https://www.wraltechwire.com/2018/05/31/ibm-confirms-watson-...)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[GA] Unemployment rate drops in Middle Georgia (WMGT-TV NBC 41 Macon)
[\[https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...\]](https://www.41nbc.com/2018/05/31/unemployment-rate-drops-mid...)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[FL] Florida job cuts tick up in May, but down 15 percent year-to-date (Fort Lauderdale Sun-Sentinel)
[\[http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...\]](http://www.sun-sentinel.com/business/fl-bz-challenger-jobs-m...)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[IN] Unemployment plunges across Northwest Indiana (Northwest Indiana Times)
[\[http://www.nwitimes.com/business/jobs-and-employment/unemplo...\]](http://www.nwitimes.com/business/jobs-and-employment/unemplo...)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

ApprenticeshipRise of the apprentice: A European tradition comes to the US (MSN) [<http://www.msn.com/en-us/news/other/rise-of-the-apprentice-a...>]

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

The rise of the apprentice: a European tradition comes to the U.S. (Reuters) [<https://www.reuters.com/article/us-world-work-apprentice/the...>]

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent (Insurance Journal) [<https://www.insurancejournal.com/news/national/2018/05/31/49...>]

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across

multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[NY] CNY Manufacturing Apprenticeship program enters next phase (WSYR-TV 9 Syracuse) [<http://www.localsyr.com/news/local-news/cny-manufacturing-ap...>]

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[WI] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek (Urban Milwaukee) [<https://urbanmilwaukee.com/pressrelease/u-s-senator-tammy-ba...>]

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[WI] Creating a Foundation to Build Careers: Our Youth Apprenticeships (Findorff) [<https://findorff.com/creating-a-foundation-to-build-careers-...>]

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum.

This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[WA] Swiss apprenticeship program touted for Washington state (KING-TV NBC 5 Seattle)
[<https://www.king5.com/article/news/local/swiss-apprenticeshi...>]

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

LaborAmerican health-care workers are committing suicide in unprecedented numbers (The Hill)
[<http://thehill.com/opinion/healthcare/389999-american-health...>]

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide — five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

The Heavy Toll of Opioids on America's Labor Force (US News & World Report)
[<https://www.usnews.com/news/healthiest-communities/articles/...>]

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy — on victims, their families, colleagues and communities — all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

Public sector jobs: States where the most people work for the government (USA Today)

[\[https://www.usatoday.com/story/money/economy/2018/06/01/stat...\]](https://www.usatoday.com/story/money/economy/2018/06/01/stat...)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds (Business Wire)

[\[https://www.businesswire.com/news/home/20180531005217/en\]](https://www.businesswire.com/news/home/20180531005217/en)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant (HR Daily Advisor)

[\[https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...\]](https://hrdailyadvisor.blr.com/2018/05/31/opioid-crisis-keep...)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the

U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care (Bristol Herald Courier) [http://www.heraldcourier.com/news/business_ap/hard-at-work-e...]

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \$40 Billion for the Economy Over Three Years (KOTV-TV 6 Tulsa) [<http://www.newson6.com/story/38315741/report-online-lending-...>]

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7 billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/r11806804/the-l...>]

(5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of

small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11804456/caree...\]](https://www.benzinga.com/pressreleases/18/05/r11804456/caree...)

(5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short (Benzinga)
[\[https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...\]](https://www.benzinga.com/pressreleases/18/05/r11805374/poll-...)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-

service.

Employers' use of temporary, contract workers continues to increase (HR Dive)
[<https://www.hrdive.com/news/employers-use-of-temporary-contr...>]

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[NY] Should employees have a right to disconnect? (HR Dive) [<https://www.hrdive.com/news/should-employees-have-a-right-to...>]

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[SC] Myers Crossing Training Prepares Students For Life-changing Occupations (Charleston Chronicle)
[<https://www.charlestonchronicle.net/2018/05/31/myers-crossin...>]

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to

college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[GA] Teach For America raising concerns in teaching profession (Daily Illini)

[\[https://dailyillini.com/news/2018/05/31/teach-for-america-ra...\]](https://dailyillini.com/news/2018/05/31/teach-for-america-ra...)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[TN] New Life Job Fair offers second chance to felons (Chattanooga Times & Free Press)

[\[http://www.timesfreepress.com/news/local/story/2018/jun/01/n...\]](http://www.timesfreepress.com/news/local/story/2018/jun/01/n...)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential to ensure that community members with a record can actually build productive lives after serving their time.

[OH] Officials unveil new Mine Safety Training Center (WTRF-TV 7 Wheeling) [\[http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...\]](http://www.wtrf.com/news/ohio-headlines/officials-unveil-new...)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[OH] A-Tech opens industrial maintenance training lab to public (Ashtabula Star-Beacon)
http://www.starbeacon.com/news/local_news/a-tech-opens-indus...

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[MI] Why Michigan's workforce could be filled with outsiders (Detroit Free Press)
<https://www.freep.com/story/money/business/john-gallagher/20...>

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it "Economic gardening." And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[MI] Now's no time to be humble in courting talent to Michigan (Crain's Detroit Business)
<http://www.crainsdetroit.com/article/20180531/blog200/662176...>

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential or apprenticeship program.

[IL] Why doesn't Chicago have worker-owned cooperatives? (Chicago Reporter)
<http://www.chicagoreporter.com/why-doesnt-chicago-have-worke...>

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops

such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[LA] STEM Fest aims to take learning to a higher level (Baton Rouge Advocate)

[\[http://www.theadvocate.com/new_orleans/news/communities/st_t...\]](http://www.theadvocate.com/new_orleans/news/communities/st_t...)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[CO] Job Corps Student Finds Success in the Denver Workforce (Denver Post)

[\[http://yourhub.denverpost.com/blog/2018/05/job-corps-student...\]](http://yourhub.denverpost.com/blog/2018/05/job-corps-student...)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[CO] When wildfires spark, these young dispatchers work behind the scenes (The Coloradoan)

[\[https://www.coloradoan.com/story/news/local/colorado/2018/05...\]](https://www.coloradoan.com/story/news/local/colorado/2018/05...)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest in Colorado," said David Lopez, sitting at his computer. "Prepositioning. PREPO," he clarified, recognizing the confused look on this reporter's face. Lopez, 19, deals with a lot of acronyms and abbreviations. He's fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working

behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[WA] Where are the workers? A farm crisis in Washington (KCPQ-TV Fox 13 Seattle) [<http://q13fox.com/2018/05/31/where-are-the-workers-a-farm-cr...>]

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

"What could have been a stellar season I can say was probably not," Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[CA] Silicon Valley’s company towns are doomed (Co.Design) [<https://www.fastcodesign.com/90174299/silicon-valleys-compan...>]

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child LaborCongressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs (Safety & Health) [<http://www.safetyandhealthmagazine.com/articles/print/17109-...>]

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

[NY] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers (Inside Edition) [<https://www.insideedition.com/investigation-finds-children-w...>]

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[NY] American children as young as NINE found working in 'cult-run' NEW YORK factory (Daily Mail)
[\[http://www.dailymail.co.uk/news/article-5792489/Children-you...\]](http://www.dailymail.co.uk/news/article-5792489/Children-you...)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[NY] Upstate religious cult allegedly beats kids, forces them into labor (New York Post)
[\[https://nypost.com/2018/05/31/upstate-religious-cult-alleged...\]](https://nypost.com/2018/05/31/upstate-religious-cult-alleged...)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. "They preach peace and love. But there's another side of these people they don't want you to see," says a promo for the "Inside Edition" report, which airs 7 p.m. Friday on CBS.

ImmigrationReport: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year (Breitbart)
[\[http://www.breitbart.com/big-government/2018/05/31/report-mo...\]](http://www.breitbart.com/big-government/2018/05/31/report-mo...)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B

foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

AmericanHort welcomes H-2A improvement initiative (Fresh Plaza)
[<http://www.freshplaza.com/article/195652/AmericanHort-welcom...>]

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

Ag leaders hope Trump can improve H-2A (The Packer) [<https://www.thepacker.com/article/ag-leaders-hope-trump-can-...>]

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

More H-2B Visas for Seasonal Work Available This Summer (Society for Human Resource Management)
[<https://www.shrm.org/resourcesandtools/hr-topics/talent-acqu...>]

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland’s Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to

The Baltimore Sun.

Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown (Think Progress)
[<https://thinkprogress.org/international-doctors-suffer-from-...>]

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working WomenThe child-free life: Why so many American women are deciding not to have kids (Washington Post) [<https://www.washingtonpost.com/local/the-child-free-life-why...>]

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

Federally Employed Women: Paving the Way for Equal Opportunity (GovLoop)
[<https://www.govloop.com/federally-employed-women-paving-way-...>]

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

Women Less Optimistic Than Men About the Future of Work (Benzinga)
[<https://www.benzinga.com/pressreleases/18/05/r11804508/women...>]

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a

quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[IN] Spots remain in girls STEM summer camp at Ivy Tech Kokomo (Anderson Herald-Bulletin) [<http://www.heraldbulletin.com/indiana/news/spots-remain-in-g...>]

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation A Record Month for Raises (Wall Street Journal) [<https://www.wsj.com/articles/a-record-month-for-raises-15277...>]

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report "job creation around 170,000, absent a surprise increase in the labor force participation rate."

Should women feel ashamed for earning more than their male partners? (MarketWatch) [<https://www.marketwatch.com/story/should-women-feel-ashamed-...>]

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman's savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they're the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would

feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem "exhausting" and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

Jobs Are Booming. Are Wages Next? (Bloomberg) [<https://www.bloomberg.com/view/articles/2018-05-31/may-u-s-j...>]

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

Tackling the ‘Motherhood Penalty’? Start With Benefits (Bloomberg BNA) [<https://biglawbusiness.com/tackling-the-motherhood-penalty-s...>]

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14 percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It’s not just promotions and advancements that can be affected; project assignments, lucrative clients, and “good” shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

Report: Summer Hiring Raising Voters’ Wages Before Midterms (Breitbart) [<http://www.breitbart.com/2018->

[elections/2018/05/30/report-su...\]](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will “offer the maximum hourly wage they feel their business can afford” this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that “nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year.” “Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious,” said Snag CEO Peter Harrison.

The survey’s data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump’s lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market (Daily Caller)

[\[http://dailycaller.com/2018/05/31/small-businesses-raising-w...\]](http://dailycaller.com/2018/05/31/small-businesses-raising-w...)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation’s biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

Psychologists: Women are not to blame for the wage gap (EurekAlert!)

[\[https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...\]](https://www.eurekalert.org/pub_releases/2018-05/ru-pwa053118...)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice’s School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

The right to raise a family without going broke (The Week Magazine) [\[http://theweek.com/articles/775752/right-raise-family-withou...\]](http://theweek.com/articles/775752/right-raise-family-withou...)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[VT] Vermont will pay remote workers \$10,000 to move here (Burlington Free Press)

[\[https://www.burlingtonfreepress.com/story/news/local/vermont...\]](https://www.burlingtonfreepress.com/story/news/local/vermont...)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[DC] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages (Washington Post)

[\[https://www.washingtonpost.com/\]](https://www.washingtonpost.com/)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[MO] Construction Industry Awaits Passage of Prevailing Wage Compromise (St. Louis CNR)

[\[http://stlouiscnr.com/departments/associations/construction-...\]](http://stlouiscnr.com/departments/associations/construction-...)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's

minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[OR] In a Tight Labor Market, High School Grads Can Make Big Salaries (Cascade Business News)
[\[http://cascadebusnews.com/tight-labor-market-high-school-gra...\]](http://cascadebusnews.com/tight-labor-market-high-school-gra...)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

“One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary,” said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[CA] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says (Los Angeles Times) [\[http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...\]](http://www.latimes.com/business/technology/la-fi-tn-uber-lyf...)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[CA] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees (KNBC-TV NBC 4 Los Angeles)
[\[https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...\]](https://www.nbclosangeles.com/news/local/Disneyland-Wages-Li...)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11 would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amato. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the

Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[CA] Disney Offers to Raise California Park Worker Pay to \$15 an Hour (Bloomberg)
[\[https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...\]](https://www.bloomberg.com/news/articles/2018-05-31/disney-of-...)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum WageSeven facts about tipped workers and the tipped minimum wage (Economic Policy Institute)
[\[https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...\]](https://www.epi.org/blog/seven-facts-about-tipped-workers-an-...)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;

Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;

In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;

Tipped work is overwhelmingly low-wage work, even in D.C.;

Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;

The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.

The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[PA] Gov. Wolf calls for increase of state's minimum wage (WJAC-TV NBC 6 Johnstown)
[\[http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...\]](http://wjactv.com/news/state/gov-wolf-calls-for-increase-of-...)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many

Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[PA] Despite lack of progress, higher minimum wage advocates see some bright spots (WHYY Public Broadcasting) [<https://whyy.org/articles/despite-lack-of-progress-higher-mi...>]

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[NC] Minimum wage hike would boost economy (Wilson Daily Times) [<http://www.wisontimes.com/stories/minimum-wage-hike-would-b...>]

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and. 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime[LA] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender (Louisiana Record) [<https://louisianarecord.com/stories/511435618-federal-judge-...>]

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's

claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave When high-profile women take short maternity leaves, it sends mixed message (Chicago Tribune)
[<http://www.chicagotribune.com/lifestyles/ct-life-maternity-l...>]

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[MI] Michigan manufacturers say paid sick leave mandate could hurt job growth (Michigan Radio)
[<http://michiganradio.org/post/michigan-manufacturers-say-pai...>]

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation [MA] Mother and Daughter Indicted for Workers' Compensation Fraud
(WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29565]

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the

state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[LA] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds (Benzinga) [<https://www.benzinga.com/pressreleases/18/05/p11805507/louis...>]

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[CA] Co-owner of multistate cleaning company charged with comp fraud (Business Insurance) [<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what she reported to insurers, according to the statement.

Employee Misclassification[FL] S1 Security Group Hit with Worker Misclassification Lawsuit (ClassAction) [<https://www.classaction.org/news/s1-security-group-hit-with-...>]

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

Worked full time on a pre-set, regular schedule;

Worked more than 56 hours per week for more than 132 weeks;

Did not hold any other job during his time with S1 Security Group;

Was under the defendants' absolute control during his work hours;

Had no discretion to refuse work assignments;

Was required to wear a uniform; and

Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[CA] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' (ThinkProgress) [\[https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...\]](https://thinkprogress.org/san-francisco-uber-lyft-drivers-in...)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[CA] Silicon Valley's "Flexibility" Fetish (New Republic) [\[https://newrepublic.com/article/148613/silicon-valleys-flexi...\]](https://newrepublic.com/article/148613/silicon-valleys-flexi...)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and direction of the hirer." Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, "When I asked drivers what they like about Uber, then every single time their top answer is 'I get to be my own boss. I get to use you when I want to. I can do whatever I want.'"

Wage Violations[NY] Vance Targets Wage Theft in Manhattan Construction (Manhattan Express) [\[http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...\]](http://www.manhattanexpressnews.nyc/vance-targets-wage-theft...)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. "Plain and simple — it's stealing," James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. "It's stealing just like any other kind of stealing, and people that do it ought to face the consequences."

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under "expense reimbursement" in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. "These timesheets weren't just a here and there kind of thing," Vance said at the press conference. "This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees' timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented."

Worker Safety Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say (WorkersCompensation) [https://www.workerscompensation.com/news_read.php?id=29563]

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. "Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents," the organization's board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 "Most Wanted" safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[SC] 2 workers hurt in South Carolina construction collapse (Durham Herald-Sun) [<http://www.heraldsun.com/news/state/south-carolina/article21...>]

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[GA] OSHA Construction Training Prepares Residents for the Workforce (Valdosta Today) [<http://valdostatoday.com/2018/05/osha-construction-training-...>]

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[FL] Large crane collapses on home (WFOR-TV CBS 4 Miami) [<http://miami.cbslocal.com/2018/05/30/crane-collapse-homes-la...>]

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[WI] Caterpillar Worker Dies in Wisconsin Plant (Labor Press) [<http://laborpress.org/caterpillar-worker-dies-in-wisconsin-p...>]

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[MT] OSHA fines Billings construction company after concrete beam fell on worker, killing him (Billings Gazette) [<http://billingsgazette.com/news/local/osha-fines-billings-co...>]

(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to

\$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[HI] Hawaii reports surge in serious work-related accidents (Business Insurance)
[<http://www.businessinsurance.com/article/20180531/NEWS08/912...>]

(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

VeteranA Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers (EdTech Times) [<https://edtechtimes.com/2018/05/31/code-platoon-coding-bootc...>]

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

Unique new hiring initiative focuses on student vets (Military Times)
[<https://rebootcamp.militarytimes.com/news/employment/2018/05...>]

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and

how does this fit into your existing commitments,” Schmeling said. “If somebody has said, ‘We’re going to hire 10,000 veterans’ – great. Let’s make sure student veterans are a part of that.”

[WI] The Joseph Project raises vets’ employment hopes (Stars & Stripes)
[\[https://www.stripes.com/news/veterans/the-joseph-project-rai...\]](https://www.stripes.com/news/veterans/the-joseph-project-rai...)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn’t have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson’s The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson’s office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren’t guaranteed a job, but whether or not they are hired, it could open future doors.

[TX] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers (Gilmer Mirror)
[\[http://www.gilmermirror.com/view/full_story/27574125/article...\]](http://www.gilmermirror.com/view/full_story/27574125/article...)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M’s AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA’s Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. “Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers,” said Secretary Perdue, who is a veteran of the U.S. Air Force. “Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes.”

UnionIt’s time to acknowledge that strikes work (Washington Post)
[\[https://www.washingtonpost.com/news/posteverything/wp/2018/0...\]](https://www.washingtonpost.com/news/posteverything/wp/2018/0...)

(5/31/2018 1:20 PM, Alex Press)

At last month’s Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they’d learned from this year’s strikes. In doing so, they further kindled the spark lit during the West Virginia teachers’ strike. If West Virginia teachers — some of the most poorly paid educators in one of the country’s poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what’s possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it’s time to reiterate what many in the labor movement have long argued: strikes work.

It’s easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump’s election and the bitterly contested 2016 primary. Clearly, many feel they’ve been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women’s marches. But those

strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

Largest federal employee union sues Trump over rollback of union protections (Washington Post)
[\[https://www.washingtonpost.com/politics/largest-federal-empl...\]](https://www.washingtonpost.com/politics/largest-federal-empl...)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

Federal employees sue Trump over executive order restricting union activity (The Hill)
[\[http://thehill.com/regulation/court-battles/390150-federal-e...\]](http://thehill.com/regulation/court-battles/390150-federal-e...)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their working hours is an illegal change to the Civil Service Report Act.

Trump administration sued after trying to gut federal workers' union rights (ThinkProgress)
[\[https://thinkprogress.org/trump-administration-sued-for-gutt...\]](https://thinkprogress.org/trump-administration-sued-for-gutt...)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of

Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

Trump Moves to Curb Federal Employee Labor Protections (American Prospect) [<http://prospect.org/article/trump-moves-curb-federal-employee...>]

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

Why the Teacher Strikes Matter So Much (Daily Kos) [<https://www.dailykos.com/stories/2018/5/31/1768496/-Why-the-...>]

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp geometry and algebra such that we felt competent in math.

[PA] As construction booms, merger grows carpenters union clout in Pittsburgh (Pittsburgh Post-Gazette) [<http://www.post-gazette.com/business/career-workplace/2018/0...>]

(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[PA] Striking nurses picket Wilkes-Barre General (Wilkes-Barre Citizens' Voice)
[\[http://citizensvoice.com/news/striking-nurses-picket-wilkes-...\]](http://citizensvoice.com/news/striking-nurses-picket-wilkes-...)

(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[PA] Nurses strike for patients; WB Gen owner locks them out until Tuesday (Wilkes-Barre Times Leader)
[\[https://www.timesleader.com/news/local/706151/nurses-strike-...\]](https://www.timesleader.com/news/local/706151/nurses-strike-...)

(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[VA] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize (ARL Now) [\[https://www.arlnow.com/2018/05/30/workers-at-army-national-g...\]](https://www.arlnow.com/2018/05/30/workers-at-army-national-g...)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[SC] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant (New York Times)
[\[https://www.nytimes.com/reuters/2018/05/31/business/31reuter...\]](https://www.nytimes.com/reuters/2018/05/31/business/31reuter...)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[SC] Boeing South Carolina workers face union membership vote (Fox Business)

[\[https://www.foxbusiness.com/politics/boeing-south-carolina-w...\]](https://www.foxbusiness.com/politics/boeing-south-carolina-w...)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[SC] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South

(Charleston Post & Courier) [\[https://www.postandcourier.com/business/boeing-s-flight-line...\]](https://www.postandcourier.com/business/boeing-s-flight-line...)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[SC] Boeing S.C. flight line workers vote to unionize (Charleston Business Journal)

[\[https://charlestonbusiness.com/news/aerospace/74560/\]](https://charlestonbusiness.com/news/aerospace/74560/)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[SC] Boeing SC flight line workers vote to unionize, company says its 'disappointed' (WCIV-TV ABC 4 Charleston) [<http://abcnews4.com/news/local/flight-line-technicians-at-bo...>]

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[SC] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win (Bloomberg) [<https://www.bloomberg.com/news/articles/2018-05-31/boeing-so...>]

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley. In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[SC] Flightline workers at North Charleston Boeing campus vote to unionize (WCSC-TV CBS 5 Charleston) [<http://www.live5news.com/story/38314195/flightline-workers-a...>]

(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American

industry and the American worker.

[Editorial note: View video at source link]

[OH] More than 300 AT&T workers in Dayton go on strike (WDTN-TV 2 Dayton)
[<http://www.wdtn.com/news/local-news/more-than-300-at-t-worke...>]

(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[MI] Union, trade association say road work to continue in Michigan despite plans to sever ties (Crain's Detroit Business) [<http://www.craindetroit.com/article/20180531/news/662331/un...>]

(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[MI] AT&T 'very prepared' to keep serving customers as union workers walk off job (WEYI-TV NBC 25 Flint)
[<http://nbc25news.com/news/local/att-very-prepared-to-keep-se...>]

(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural disasters, or even work stoppages."

[WI] AT&T workers to strike in Milwaukee (WTMJ-AM 620 Milwaukee) [<https://www.wtmj.com/news/at-t-workers-to-strike-in-milwaukee...>]

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same

thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[IL] WIU faculty and staff approve tentative employment agreement (WGEM-TV NBC Quincy)
[<http://www.wgem.com/story/38317410/2018/05/31/wiu-faculty-an...>]

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[MO] 'Right to work' firestorm smolders in Missouri — Here's what you need to know (WDAF-TV Fox 4 Kansas City) [<http://fox4kc.com/2018/05/31/right-to-work-firestorm-smolder...>]

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[NM] Fourth New Mexico county goes right-to-work (Washington Examiner)
[<https://www.washingtonexaminer.com/opinion/op-eds/chaves-cou...>]

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[NV] 50,000 Las Vegas workers set to strike, demand protection from robots (KPLC-TV NBC 7 Lake Charles)
[<http://www.kplctv.com/story/38319444/50000-las-vegas-workers...>]

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[NV] Possibility of Las Vegas casino workers' strike draws closer (Central Utah Daily Herald)
[\[https://www.heraldextra.com/entertainment/possibility-of-las...\]](https://www.heraldextra.com/entertainment/possibility-of-las...)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[NV] Unions, casinos continue negotiations hours before deadline (Las Vegas Review-Journal)
[\[https://www.reviewjournal.com/business/casinos-gaming/unions...\]](https://www.reviewjournal.com/business/casinos-gaming/unions...)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[CA] The Riverside Sheriffs' Association has given over \$1 million this election cycle. But does the public know why? (Palm Springs Desert Sun) [\[https://www.desertsun.com/story/news/politics/2018/05/31/tds...\]](https://www.desertsun.com/story/news/politics/2018/05/31/tds...)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

DisabilityHow Can Business Leaders Support Disabled Workers? (Talent Economy)
[\[http://www.talenteconomy.io/2018/05/30/how-can-business-lead...\]](http://www.talenteconomy.io/2018/05/30/how-can-business-lead...)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[IN] St. Vincent settles disability-discrimination lawsuit from EEOC (Indianapolis Business Journal)
[\[https://www.ibj.com/articles/69030-st-vincent-settles-disabi...\]](https://www.ibj.com/articles/69030-st-vincent-settles-disabi...)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo (ABC News) [<https://abcnews.go.com/US/sexual-harassment-lawsuit-long-hau...>]

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not

know if the other driver was disciplined.

The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. (Fortune)
[<http://fortune.com/2018/05/31/gretchen-carlson-supreme-court...>]

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in *Epic Systems Corp v. Lewis*. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a “hunting ground.”

These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce (BuzzFeed)
[<https://www.buzzfeed.com/lamvo/sexual-harrassment-data-gilli...>]

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that “collecting this information would be complex and costly” and that employers may have “difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions.”

U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws (HudsonValley360) [<https://www.hudsonvalley360.com/article/us-department-labor-...>]

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. “To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path,” said Acting Wage and Hour Division Administrator Bryan Jarrett.

Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers (Vox)
[<https://www.vox.com/policy-and-politics/2018/5/31/17408884/f...>]

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, *Bradley v. T-Mobile*, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says (WSEE-TV CBS 35 Erie) [<http://www.eriectvnews.com/story/38315723/new-federal-tip-poo...>]

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, *The Tip Income Protection Act - Changes to Tip Pooling*

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100 per violation."

[TX] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row (Cotton Farming)
[<https://www.cottonfarming.com/ginning-marketplace/departmen...>]

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[WA] New Laws Place Additional Restrictions on Washington Employers (National Law Review)
[<https://www.natlawreview.com/article/new-laws-place-addition...>]

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[CA] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling (Top Class Actions) [<https://topclassactions.com/lawsuit-settlements/lawsuit-news...>]

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave[TX] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question (EmploymentLawDaily) [<http://www.employmentlawdaily.com/index.php/news/unpaid-fmla...>]

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as "unemployed" while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than "unemployed" status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was "not performing services for wages"—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission's decisions below had not determined the employee's eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits "if [she met] all other requirements." It was the county employer's view that the Act's definitions of "totally unemployed" and "partially unemployed" were relevant only as to eligibility, but not to the threshold issue of whether a claimant was "unemployed," and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

RetirementDOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains (HR Daily Advisor)
[<https://hrdailyadvisor.blr.com/2018/05/31/dol-continues-fidu...>]

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency's years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL's previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser's failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

Solving America's retirement security challenges (CNBC) [<https://www.cnbc.com/2018/05/31/solving-americas-retirement-...>]

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it's a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

Why U.S. Retirees Are Waiting Longer to Claim Social Security (US News & World Report)
[<https://money.usnews.com/investing/news/articles/2018-05-31/...>]

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

Let's get real about planning: What an average retirement costs (USA Today)
[<https://www.usatoday.com/story/money/personalfinance/retireme...>]

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, “older households” — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That’s about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees’ spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here’s the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

Housing: \$1,322

Transportation: \$567

Health care: \$499

Food: \$483

Personal insurance/pensions: \$237

Cash contributions: \$202

Entertainment: \$197

Want to join the 401(k) millionaires club? Here’s how to do it (USA Today)

[\[https://www.usatoday.com/story/money/personalfinance/retirem...\]](https://www.usatoday.com/story/money/personalfinance/retirem...)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren’t saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year’s first quarter, according to Fidelity. That’s a 45% increase from one year prior. Of course, there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it’s possible to amass \$1 million and retire comfortably as a result. If that’s the sort of goal you have in mind, here’s how to get there.

Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn’t demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.

Take full advantage of your employer match - If you’re lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That’s because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.

Invest your savings wisely - You may have noticed by now that we’ve applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it’s just a bit below the stock market’s average, which means it’s a pretty fair benchmark for projecting returns.

Gig Workers' Retirement Prospects Look Dim (Forbes)
[\[https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...\]](https://www.forbes.com/sites/ashleaebeling/2018/05/31/gig-wo...)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

Pension and a paycheck? State may loosen 'double dipping' rules (Boston Globe)
[\[http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...\]](http://www.bostonglobe.com/metro/2018/05/31/pension-and-payc...)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

Side Hustles Are Changing How People Plan for Retirement (Motley Fool)
[\[https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...\]](https://www.fool.com/careers/2018/05/31/side-hustles-are-cha...)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement

savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

Retirement Could Be Tougher in the Future (World at Work)
[<https://www.worldatwork.org/workspan/articles/retirement-cou...>]

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

Some Tops Employees Will Lose Portions of Their Pensions (WBEN-AM 930 Buffalo)
[<http://www.wben.com/articles/some-tops-employees-will-lose-p...>]

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[NY] Tops Teamster workers fuming over loss of pensions (WIVB-TV 4 Buffalo)
[<http://www.wivb.com/news/local-news/tops-teamster-workers-fu...>]

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund--which has a governing board separate from the Teamsters union--refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[MN] Dayton signs pension bill aimed at long-term stability in state retirement system (Minneapolis/St. Paul Star-Tribune) [<http://www.startribune.com/dayton-signs-pension-bill-aimed-a...>]

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[CA] California created a savings program for workers without retirement benefits. A group is suing to kill it (Los Angeles Times) [<http://www.latimes.com/business/la-fi-jarvis-calsavers-20180...>]

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

TradeThe U.S. Moves Closer to a Trade War With Allies (Wall Street Journal)
[<https://blogs.wsj.com/economics/2018/05/31/real-time-economi...>]

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

Trump moves on steel, aluminum tariffs despite lobbying efforts (Politico)
[<https://www.politico.com/newsletters/politico-influence/2018...>]

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent

months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

Trump's Steel Tariffs Could Hurt U.S. Coal Companies (Bloomberg BNA) [<https://www.bna.com/trumps-steel-tariffs-n57982093100/>]

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it (Business Insider) [<http://www.businessinsider.com/america-nafta-us-economy-trad...>]

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

TrumpTrade: How Trump's Trade Policies Divide CEOs (Chief Executive) [<https://chiefexecutive.net/trumps-trade-policies-divide-ceos...>]

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

Trump's Trade War Would Be Very Bad for Many Americans (Pacific Standard)

[\[https://psmag.com/economics/the-trump-trade-war-is-back-on\]](https://psmag.com/economics/the-trump-trade-war-is-back-on)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[MI] Detroit Wins With NAFTA (Heritage Foundation) [\[https://www.heritage.org/trade/commentary/detroit-wins-nafta...\]](https://www.heritage.org/trade/commentary/detroit-wins-nafta...)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

NationalU.S. consumer spending accelerates; weekly jobless claims fall (New York Times)

[\[https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...\]](https://www.nytimes.com/aponline/2018/05/31/us/politics/ap-u...)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent

increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter (Bloomberg)

[\[https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...\]](https://www.bloomberg.com/news/articles/2018-05-31/u-s-consu...)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were "fairly broad-based in April," said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday's data. "It's not like we'll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households."

US consumer spending up 0.6 percent, best in 5 months (ABC News)

[\[https://abcnews.go.com/Business/wireStory/us-consumer-spendi...\]](https://abcnews.go.com/Business/wireStory/us-consumer-spendi...)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month's increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

The next U.S. recession likely will be wok-shaped: shallower and longer (MarketWatch)
[<https://www.marketwatch.com/story/the-next-us-recession-like...>]

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}



DOL DAILY BRIEFING

U.S. Department of Labor
By TechMIS
www.techmis.com

TO: U.S. Department of Labor & Staff
DATE: Friday, June 1, 2018 6:00 AM ET

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DOL News and Opinion

[Department of Labor recognizes Shoemakersville brick manufacturer for excellence in workplace safety \(Berks-Mont News\)](#)

(5/31/2018 5:07 PM, Staff Report)

The U.S. Department of Labor's Occupational Safety and Health Administration has certified Glen-Gery Brick's Mid-Atlantic Plant as a "star" worksite in the Agency's Voluntary Protection Programs, the highest level of recognition for workplace safety and health excellence. Over the past three years, the Shoemakersville brick manufacturer recorded an injury and illness rate 21 percent below the industry's national average.

VPP recognizes employers who have implemented effective safety and health management systems, and that maintain injury and illness rates below national averages. VPP represents management, labor, and OSHA working together to prevent fatalities, injuries, and illnesses through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement.

DOL News Releases

[Unemployment Insurance Weekly Claims \(Department of Labor\)](#)

(5/31/2018 12:00 PM, ETA)

In the week ending May 26, the advance figure for seasonally adjusted initial claims was 221,000, a decrease of 13,000 from the previous week's unrevised level of 234,000. The 4-week moving average was 222,250, an increase of 2,500 from the previous week's unrevised average of 219,750. Claims taking procedures in Puerto Rico and in the Virgin Islands have still not returned to normal.

The advance seasonally adjusted insured unemployment rate was 1.2 percent for the week ending May 19, unchanged from the previous week's unrevised rate. The advance number for seasonally adjusted insured unemployment during the week ending May 19 was 1,726,000, a decrease of 16,000 from the previous week's revised level. The previous week's level was revised up 1,000 from 1,741,000 to 1,742,000. The 4-week moving average was 1,743,500, a decrease of 8,500 from the previous week's revised average. This is the lowest level for this average since December 15, 1973 when it was 1,735,750. The previous week's average was revised up by 250 from 1,751,750 to 1,752,000.

[Editorial note: Read entire press release at source link]

Employment

[Jobs Report for May: Here's What to Watch For \(New York Times\)](#)

(6/1/2018 5:00 AM, Nelson D. Schwartz)

The Labor Department will release its official hiring and unemployment figures for May at 8:30 a.m. on Friday, providing the latest snapshot of the American economy. Economists on Wall Street estimated that the economy added 190,000 jobs last month, up from 164,000 in April and 135,000 in March.

Bad weather has been blamed for the tepid gains in recent months, but a rebound may be in the offing. Not only did skies clear last month in many parts of the country, but a string of other data points, like personal income and spending, have shown signs of renewed strength. Wall Street will again be watching wages for any clues about inflation and the stand of the Federal Reserve. The consensus view calls for the 12-month pace of wage gains to be 2.6 percent.

[U.S. job growth seen picking up, wage growth likely moderate \(New York Times\)](#)

(6/1/2018 2:33 AM, Lucia Mutikani - Reuters)

U.S. job growth likely accelerated in May as warmer weather boosted hiring at construction sites, but wage gains are expected to have remained marginal, pointing to moderate inflation pressures in the economy.

Nonfarm payrolls probably increased by 188,000 jobs last month, according to a Reuters survey of economists.

The economy added 135,000 and 164,000 jobs in March and April, respectively. Average hourly earnings are expected to have risen 0.2 percent last month after edging up 0.1 percent in April. That would lift the annual increase in average hourly earnings to 2.7 percent from 2.6 percent in April.

A string of strong economic data, including consumer spending and industrial production, had fanned fears of inflation against the backdrop of a \$1.5 trillion income tax cut package and increased government spending. Inflation is running just below the Federal Reserve's 2.0 percent target. The unemployment rate is forecast unchanged at a near 17-1/2-year low of 3.9 percent.

[5 Things to Watch in the May Jobs Report \(Wall Street Journal\)](#)

(5/31/2018 10:35 AM, Eric Morath)

The Labor Department releases its latest view of the job market Friday. Economists surveyed by The Wall Street Journal expect it to show employers added 190,000 jobs in May and the unemployment rate held steady at 3.9%, the lowest level since December 2000. Here are five things to look for in the report.

1. Show of strength - Over the past 12 months, employers have added 190,000 jobs, on average, each month. Economists project that to continue—on the nose.
2. Attracting and retaining - One reason employers have been able to hire is the share of Americans working or looking for work has started to edge up after a long decline.
3. How low can the rate go? - The unemployment rate fell below 4% last month for the first time since 2000. Can it stay there? Can it fall even lower?
4. Wages creeping up for rank-and-file workers - Low unemployment and steady hiring should be a recipe for wage increases, but overall pay gains have decelerated in recent months, perplexing economists.
5. Great news for dropouts? - May kicked off graduation season, but the recent data suggest it's never been a better time to lack a diploma.

[Job growth seen robust in May, but workers still looking for pay raise \(CNBC\)](#)

(5/31/2018 4:54 PM, Patti Domm)

Companies hired at a robust pace in May, but workers are still not expected to have seen much change in their pay checks. Economists expect there were 188,000 jobs created and unemployment held steady at 3.9 percent in May, according to Thomson Reuters. But the pace of wage growth likely was at about 0.2 percent, or a year over year gain of 2.7 percent. That wage number is seen as the most important part of the monthly employment report, expected at 8:30 a.m. ET Friday. It is a number that has frustrated the Fed and is closely tied to expectations for interest rates, in the eyes of the markets. A jump in wages to a higher, say 3 percent level, would imply to the Fed that inflation will be edging higher, and more interest rate hikes could be justified.

The Fed has forecast three rate hikes this year, and the second is expected to come at its next meeting on June 13. The market had been leaning toward a fourth rate hike this year, but that changed when political turmoil in Italy raised concerns about euro zone growth, and global growth. Lewis Alexander, chief U.S. economist at Nomura, said wages have been rising, if only slowly. Alexander expects 205,000 jobs were added, up from 164,000 in April. J. P. Morgan economists forecast 250,000 jobs, and they see 35,000 coming directly from the improved weather in May.

[May jobs report, what will it take to roil the markets \(Fox Business\)](#)

(6/1/2018 12:50 AM, Leia Klingel)

The economic highlight of the week will be the monthly jobs report due out on Friday. Economists polled by

Thomson Reuters expect the U.S. economy will have added 188,000 jobs during the month – slightly below the 190,000, on average, jobs created each month over the past year. The other number that market watchers will pay close attention to is wage inflation.

Analysts polled by Thomson Reuters are anticipating wages increased by 0.2% in May. While the jobs market is extremely healthy, it isn't tight enough for employers to start hiking wages, and that isn't necessarily a bad thing. In fact, this could delay the recession that will eventually come.

[US job growth might have picked up in May despite trade rift \(ABC News\)](#)

(6/1/2018 12:05 AM, Christopher Rugaber – Associated Press)

U.S. employers are thought to have hired at a solid pace in May and helped extend the economy's nearly nine-year expansion - the second-longest on record - despite uncertainty caused by trade disputes. Economists have forecast that employers added 190,000 jobs last month and that the unemployment rate remained at a 17-year low of 3.9 percent, according to data provider FactSet. The Labor Department's May jobs report will be released at 8:30 a.m. Eastern time.

Solid hiring data would coincide with other evidence that the economy is on firm footing after a brief slowdown in the first three months of the year. The economy grew at a modest 2.2 percent annual rate in the January-March quarter, after three quarters that had averaged roughly 3 percent annually. Some economists remain concerned that the Trump administration's aggressive actions on trade could hamper growth. Even with unemployment at a 17-year low, wage growth has been chronically sluggish in most industries, leaving many Americans still struggling to pay bills, particularly as inflation has ticked up.

[These franchises are hiring hundreds of workers this summer \(Fox Business\)](#)

(5/31/2018 1:52 PM, Julia Limitone)

Small business hiring is gaining momentum as the Labor Department recorded a record number of job openings. They added 38,000 jobs in May but low unemployment is making it tougher for smaller companies to compete with big businesses.

However, there are a number of franchises that are looking to fill hundreds of jobs this summer. From the restaurant industry to technology and pet retail, these five franchises are eager to hire more workers.

[Editorial note: See list at source link]

[As U.S. jobs go begging, forget those monthly gains of 200,000 \(MSN\)](#)

(5/31/2018 6:55 AM, Shobhana Chandra)

Nonfarm payrolls projected to rise 190k after 164k gain, continuing run of solid growth. Unemployment rate probably held at 3.9%, lowest since 2000 and below the 4.5% rate Federal Reserve officials see as consistent with full employment. Average hourly earnings seen rising 2.6% y/y for a fourth month, continuing trend of modest pay gains. Carl Riccadonna of Bloomberg Economics: "If payroll gains continue to handily exceed the natural growth rate of the labor force, the unemployment rate will fall further over the next several months."

Some 22 percent of small businesses in April said finding qualified workers was their "single most important business problem," ahead of taxes or regulations, according to the National Federation of Independent Business. Some 35 percent reported positions they weren't able to fill, while a net 33 percent raised compensation, matching March for the highest share since November 2000.

[Got Jobs? Dairy Does \(National Milk Producers Federation\)](#)

(5/31/2018 9:41 AM, Staff)

The campaign's slogan is straightforward: "Got Jobs? Dairy creates jobs, Exports create more." The idea is to

illustrate, with extensive data sources as well as human interest stories, how the process of bringing dairy foods to market creates jobs in every state – and a growing number of those are tied to marketing dairy products internationally, not just domestically.

The centerpiece of the “Got Jobs?” campaign is a website that features state-by-state fact sheets on the economic impact of exports, as well as the state-level impacts of the entire dairy products industry. The site contains detailed information from the Dairy DeliversSM economic impact tool created by IDFA, quantifying that the U.S. dairy sector supports nearly 3 million American workers, generates more than \$39 billion in direct wages and has an overall economic impact of more than \$628 billion.

[Summer Hiring is Expected to be Hot for the Second Year in a Row, Finds CareerBuilder’s Annual Survey \(Spoke\)](#)

(6/1/2018 5:00 AM, PR Newswire)

Hiring is not taking a summer vacation, as 41 percent of employers plan to hire seasonal workers for the summer, on par with last year. Of these employers, 1 in 4 plan to pay summer hires \$15 per hour on average – double the federal minimum wage (\$7.25). The vast majority (88 percent) expect to transition some summer hires into permanent roles, up from 79 percent last year. Employers are targeting various workforce segments to fill their summer jobs. Nearly 3 in 4 (73 percent) say they plan to recruit college students, 39 percent say high school students and 26 percent say retirees. Two in five employers hiring for the summer (41 percent) are looking to hire veterans for their summer positions.

The national survey was conducted online by The Harris Poll on behalf of CareerBuilder between April 4 and May 1, 2018, and included representative samples of 1,012 hiring managers and human resource professionals in the private sector and 1,117 full-time workers across industries and company sizes. "Employers are grappling with a tough hiring environment, and summer workers are reaping the benefits," said Irina Novoselsky, president and COO of CareerBuilder. "Employers are becoming more competitive with pay and offering more long-term employment opportunities to summer workers. It's a great way for workers to add new skills, build up their resumes and expand their professional networks."

[\[NY\] The industries projected to have the most job openings in WNY \(WKBW-TV ABC 7 Buffalo\)](#)

(5/31/2018 9:39 PM, Ashley Rowe)

Invest Buffalo Niagara has identified seven industries projected to have the largest number of job openings in the next few years. The industries are advanced business services, advanced manufacturing, agribusiness, cleantech, life sciences, logistics and tourism. The regional development and marketing agency teamed up with the University at Buffalo Regional Institute to compile data about Western New York’s workforce development.

[Editorial note: See list at source link]

[\[GA\] Korean company to create 500 jobs in Whitfield County \(Penn Energy\)](#)

(5/31/2018 10:00 AM, Associated Press)

A South Korean conglomerate says it will create 500 jobs and invest \$150 million for solar cell manufacturing in Whitfield County in northwest Georgia. Gov. Nathan Deal announced Wednesday the investment by Hanwha Q CELLS Korea. Deal says it was a continuation of "strong partnerships" the state has had with Korean businesses.

The new manufacturing facility in Dalton will produce solar cells, a device that turns light energy into electricity. When several solar cells are connected, they become what is commonly referred to as a solar panel. Vice President of Hanwha Q CELLS Korea James Choi says he saw the facility as the beginning of a long-term relationship with Georgia. Georgia Department of Economic Development commissioner Pat Wilson says it will

be Hanwha Q CELLS Korea's first U.S.-based manufacturing facility.

[\[KY\] New graduates are joining the job hunt. Avoid Kentucky, new ranking of states says \(Lexington Herald-Leader\)](#)

(5/31/2018 12:51 PM, Mike Stunson)

As the national unemployment rate continues to decline, a newly released analysis shows Kentucky is one of the worst states to find jobs. Kentucky is the third-worst state for jobs, ahead of Mississippi and West Virginia, according to WalletHub.com's latest study. For its analysis, the website compared the 50 states across 29 key indicators of a healthy economy, job-market strength and opportunity. The data used by the personal finance company and website was collected from organizations and government agencies, including the Census Bureau, Bureau of Labor Statistics and Pew Charitable Trust.

The 10 best states to find a job were Washington, Colorado, Utah, Minnesota, New Hampshire, Tennessee, Vermont, Massachusetts, Florida and Texas, according to WalletHub.

[\[MI\] Morley to hire 60 people for customer service jobs starting at \\$10 per hour \(Grand Valley Advance\)](#)

(5/31/2018 10:33 AM, Isis Simpson-Mersha)

Morley is hosting a career fair to fill 60 openings for roadside, auto and insurance-related customer service jobs. The fair is from 9 a.m. to 1 p.m. Saturday, June 2, at Morley's offices, 4075 Bay Road in Saginaw Township. New hires start at \$10 per hour, but can work their way up to earning \$13. Last week, the company added a fifty cent premium for employees who work second or third shift, and an additional increase can be earned by becoming cross-skilled and for completing a successful first review. In addition to the company's new earning scale, it also relaxed its dress code to casual attire for all employees.

"Our associates are making our growth possible," said Paul Furlo, Morley president and CEO. "We want to make sure they understand how much we appreciate what they do every day, and how much we value the important work that they do." Forty of the new jobs are being filled due to project expansion. "We're filling most of the building," said Jill Gushow, director of human resources.

[\[WI\] Foxconn can keep workers in state \(La Crosse Tribune\)](#)

(5/30/2018 1:45 AM, Tom Still)

During a presentation comparing South Carolina's experience with BMW to what's about to happen in Racine County with Foxconn, I asked listeners if they knew anyone — family, friend or neighbor — who lived in southeast Wisconsin and trekked to northern Illinois daily for work. The reply underscored why educators and other experts believe it's possible to fill most of the projected 13,000 Foxconn jobs over time with people who already live in Wisconsin. For many who already call southeast Wisconsin home, commuting to northern Illinois for work is routine. So why not work closer to home if a comparable or better job is available?

That's just one of the workforce strategies discussed Thursday during a session at Gateway Technical College's Sturtevant campus, which has been a hub of activity related to the nearby Foxconn manufacturing site. If a theme for workforce development stood out, it was "Wisconsin First." "Let's take care of our own first," said UW-Milwaukee Chancellor Mark Mone, one of three panelists who spoke after a University of South Carolina economist charted the effect of BMW's move to that state in the mid-1990s. "We can really put a lot of people in Wisconsin to work... This is a long game."

[\[CA\] New milestone on high-speed rail project: 2,000th construction job created \(Fresno Bee\)](#)

(5/31/2018 2:25 PM, Chuck Riojas)

With the nation's first high-speed rail system being created in California, it's no surprise that milestones and history are made almost daily. Each column, concrete pour and steel rebar cage is a step forward. This week, the High-Speed-Rail Authority marks another significant milestone – announcing that since the start of building,

2,000 construction jobs have been created.

Our region has been hit time and again with economic challenges and instability in the job market. High-speed rail is changing that. How does this change happen? In one word: Construction. Since the initial groundbreaking at the Fresno River in 2015, construction workers have flocked to be a part of this industry-changing project. Talk to these men and women on the job and many will tell you that their lives have changed because of the opportunities created by this project. They are achieving milestones in their lives that would have otherwise not been possible. California's high-speed rail is providing viable career and apprenticeship opportunities by putting these local men and women back to work, allowing them to provide for themselves and their families. We are rebounding from last decade's recession.

Unemployment

[US Jobless Claims Declined in Week Ended May 26 \(Wall Street Journal\)](#)

(5/31/2018 8:34 AM, Paul Kiernan & Harriet Torry)

The number of U.S. workers filing new applications for unemployment benefits fell more than economists expected last week after rising in the two prior weeks, remaining near historic lows. Initial jobless claims, an indication of layoffs across the U.S., fell by 13,000 to a seasonally adjusted 221,000 in the week ended May 26, the Labor Department said Thursday.

Economists surveyed by The Wall Street Journal had forecast 225,000 new applications for jobless benefits last week. Claims for the week ended May 19 were unrevised at 234,000, the Labor Department added. Jobless claims can be volatile from week to week, especially around holidays when seasonal adjustments are sometimes difficult; Monday was Memorial Day. The four-week moving average of claims, which smooths out weekly jitters, posted a slight increase of 2,500 to 222,250.

[Jobless claims drop 13,000 to 221,000 in late May \(MarketWatch\)](#)

(5/31/2018 10:52 AM, Jeffry Bartash)

The numbers: U.S. jobless claims fell at the end of May, suggesting that a recent increase in the rate of layoffs stemmed mostly from seasonal quirks whose effects are already fading. Initial jobless claims declined by 13,000 to 221,000 in the week ended May 26. Economists polled by MarketWatch had forecast a 225,000 reading. The more stable monthly average of claims, meanwhile, rose by 2,500 to 222,250.

What happened: Part of the drop in claims last week could reflect people waiting until after the Memorial Day holiday to apply for jobless benefits. Even if that's the case, though, layoffs remain near a half-century low and there's no sign they are about to reverse course. Jobless claims are likely to remain around 220,000 or so for the foreseeable future.

[Sears plans to close 72 more stores, closing sales to start in near future \(CNBC\)](#)

(5/31/2018 6:07 AM, Lauren Thomas & Christina Cheddar Berk)

Sears Holdings said Thursday it will be closing more than 70 additional stores in 2018 as its sales continue to erode, dropping more than 30 percent in the latest quarter from a year ago. The retailer has identified 100 unprofitable stores in total, and it will begin closing sales at 72 of these stores "in the near future." "We continue to evaluate our network of stores, which are a critical component in our transformation, and will make further adjustments as needed and as warranted," Sears said in a statement announcing its fiscal first-quarter results.

The department store chain has been caught in a vicious cycle — shuttering weak stores to reduce costs. But even as it closes more stores, sales fall further. In the latest period, Sears said roughly two-thirds of its sales decline was tied to store closures. Sears added it plans to provide a list later in the day of the locations set to

close next.

[\[VT\] Keurig Green Mountain Lays Off 35 Vermont Employees \(Seven Days Vermont\)](#)

(5/31/2018 5:37 PM, Katie Jickling)

Keurig Green Mountain is laying off 53 manufacturing employees, including 35 in Vermont, the company said Thursday. The coffee and beverage giant notified Vermont Labor Commissioner Lindsay Kurrle that the layoffs involve employees at its Essex, Williston and Waterbury locations, according to Kurrle. The layoffs are part of an effort to consolidate and restructure the company's manufacturing operations, spokesperson Katie Gilroy wrote in an email to Seven Days.

It's not the first effort to slim down the company. Keurig Green Mountain laid off 200 workers during cuts in 2015, and an additional 108 after it ended its cold-brewing line the following year. The company currently operates in five U.S. states and Canada.

[\[MD\] Ellicott City flood leaves many workers without jobs \(Carroll County Times\)](#)

(6/1/2018 5:00 AM, Andrea K. McDaniels)

The flood waters that destroyed businesses in Old Ellicott City also left Danielle Walenga without a paycheck. The manager of novelty gift shop A Journey From Junk and home decor retailer Junk Girl has filed for unemployment. But she knows she must find another job soon to take care of her family.

Walenga is one of the many employees who kept the quaint shops and businesses of historic Main Street running but now find themselves out of work after severe storms Sunday sent a flash flood through the streets of the Howard County town. "I am a single mom with two small children and I have worked 60 hours to make ends meet now," she said. "I don't know what I am going to do."

[\[NC\] IBM confirms Watson Health layoffs, says cuts are 'small percentage' of workforce \(WRAL TechWire\)](#)

(5/31/2018 2:23 PM, Staff Report)

IBM on Thursday confirmed that the tech giant has cut jobs in its high-profile Watson Health business unit, including some at its operations in the Triangle. However, a spokesperson for Big Blue denied that the layoffs were massive as reported by some media outlets and noted that the company continues to hire.

"We're not discussing specific numbers," IBM's Doug Shelton told WRAL TechWire. "It's a small percentage of our global Watson Health workforce, as we move to more technology-intensive offerings, simplified processes and automation to drive speed."

[\[GA\] Unemployment rate drops in Middle Georgia \(WMGT-TV NBC 41 Macon\)](#)

(5/31/2018 10:37 AM, Tanya Modersitzki)

The Georgia Department of Labor released a new study stating the unemployment rate fell significantly in April. At the same time, the labor force and number of employed residents dropped. Many of the indicators over the last year still remain positive. "Even though we did see some fluctuations in the employment and workforce numbers across the state, job growth continues to be very strong," Georgia Labor Commissioner Mark Butler said.

The study says in April, the number of employed residents in the Middle Georgia region fell to 213,393. Middle Georgia lost 427 employed residents for the month, but remains up 4,398 over the last year. Only five of Georgia's 12 regional commissions saw an increase in employed residents.

[\[FL\] Florida job cuts tick up in May, but down 15 percent year-to-date \(Fort Lauderdale Sun-Sentinel\)](#)

(5/31/2018 9:20 AM, Marcia Heroux Pounds)

Florida employers announced more job cuts in May than a year ago -- 846 compared with 1,511 -- but year-to-

date layoffs have declined 15 percent, according to Chicago-based outsourcing company Challenger, Gray & Christmas' monthly report. Employers reported 6,915 jobs cuts January-May, 15 percent lower than the 8,126 job cuts in the same period in 2017. In South Florida, the largest layoffs announced during the month were at Sears, which is closing its store at the Westfield Broward Mall in Plantation, eliminating 81 jobs, according to Challenger. The store will close in mid-July, a Sears's spokesperson said. The Sears Auto Center closed on May 12.

The Plantation store is among 40 Sears and Kmart stores that will be shuttered by Sears Holdings Corp. in July and August, according to news reports. Miami-based Hospital Company Baptist Health South Florida told the state it would cut 588 jobs statewide scheduled July 14 to July 23.

[\[IN\] Unemployment plunges across Northwest Indiana \(Northwest Indiana Times\)](#)

(5/31/2018 7:00 AM, Joseph S. Pete)

Unemployment plummeted across Northwest Indiana in April, falling as much as 1.3 percentage points in East Chicago. Joblessness dropped last month to 4.1 percent across the Gary metropolitan area, which encompasses most of Northwest Indiana's population and territory, covering Lake, Porter, Newton and Jasper counties. The unemployment rate in the Gary metro is down from 4.7 percent in March and 5.3 percent in February.

In April, Lake County had the state's second-highest jobless rate of 4.4 percent, down from 5.1 percent the previous month but much higher than the rest of the state, neighboring Illinois, the rest of the Chicago area and the rest of the country. LaPorte County ranked fourth out of Indiana's 92 counties at 3.9 percent, which was down from 4.6 percent in March. Porter County's unemployment rate fell to 3.4 percent, 22nd highest in the state and down from 3.9 percent the month prior.

Apprenticeship

[Rise of the apprentice: A European tradition comes to the US \(MSN\)](#)

(5/31/2018 11:18 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep roots throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[The rise of the apprentice: a European tradition comes to the U.S. \(Reuters\)](#)

(5/31/2018 6:09 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers.

[More U.S. Firms Follow Europeans in Valuing Apprenticeships to Attract Talent \(Insurance Journal\)](#)

(5/31/2018 8:31 AM, Chris Taylor)

The growing number of apprenticeships in the U.S. has more to do with European companies importing the practice into their American operations than with the long-running NBC television reality show and its former host who now lives in the White House. Traditional apprenticeships are more than summer internships familiar to Americans, and involve a significant service period of a year or two, plus training, often for a community college degree. Apprenticeships come with plenty of corporate support, including mentor partnerships and placement across multiple company divisions. And they always involve getting paid.

While companies such as Zurich Insurance Group, Accenture and Walgreens are ramping up their programs, apprenticeships are not totally new to the U.S. About 80 percent of registered American apprenticeships occur in skilled trades, such as plumbing, electrical work or metal work. Yet there are only about 500,000 of these apprenticeships, representing a tiny sliver of U.S. workers. But if the U.S. continues to follow the European model, there is plenty of room for growth. In Europe, the apprenticeship system has deep throughout the entire economy, in particular in Germany, where apprentices are almost 4.0 percent of the workforce.

[\[NY\] CNY Manufacturing Apprenticeship program enters next phase \(WSYR-TV 9 Syracuse\)](#)

(5/31/2018 6:51 PM, Staff Report)

A paid apprenticeship program is teaming Onondaga Community College and 5 local manufacturers is entering a new phase. These 4-year apprenticeships include benefits and built-in pay increases. The five partner companies are Bartell Machinery Systems in Rome, Kilian Manufacturing and Self Lock Screw Products both in Syracuse, Precision Systems Manufacturing in Liverpool and Stickley in Manlius.

Nathan Curran is one of three apprentices accepted by Bartell Machinery Systems. "Once I did the orientation, I was like 'man, this is some really cool stuff' and I'd really love to get involved in this," Curran tells NewsChannel 9. Instructor Bill Cullen has been in manufacturing for about 4 decades and is sharing his expertise with this group of paid apprentices.

[Editorial note: View video at source link]

[\[WI\] U.S. Senator Tammy Baldwin Highlights Legislation to Boost Apprenticeships in Oak Creek \(Urban Milwaukee\)](#)

(5/31/2018 4:44 AM, U.S. Sen. Tammy Baldwin)

Today, U.S. Senator Tammy Baldwin hosted a roundtable discussion on apprenticeships with local businesses, workforce readiness leaders, labor and workers at PPG in Oak Creek to highlight her legislation that would invest in public-private partnerships, boost apprenticeship programs, and help close the skills gap. "In Wisconsin, I've seen how public-private partnerships can best address the workforce readiness challenges we face. Apprenticeships are a proven way to provide workers with the skills they need to succeed and our businesses with the skilled workforce they need to grow our economy," said Senator Baldwin. "This legislation will scale up our apprenticeship programs and help close the skills gap. When we bring businesses and technical colleges together we can train people for a career rather than just a job.

The Promoting Apprenticeships through Regional Training Networks for Employers' Required Skills (PARTNERS) Act would establish a grant program to support the creation and expansion of industry and sector

partnerships to help small and medium sized businesses develop work-based learning programs and provide mentoring and support services for workers. A bipartisan House version of this legislation was introduced by Congresswoman Suzanne Bonamici (D-OR) and Congressman Drew Ferguson (R-GA).

[\[WI\] Creating a Foundation to Build Careers: Our Youth Apprenticeships \(Findorff\)](#)

(5/30/2018 11:59 PM, Staff Report)

Findorff has a long history building educational facilities. We also have a genuine interest in creating a foundation to help build careers. As such, we have worked closely with several school districts and the Dane County School Consortium. Because of these relationships, opportunities are available through youth apprenticeships for local students to explore careers in construction.

Back in 2014, Findorff started working with the DeForest Area School District on its latest facilities referendum. This served as the catalyst to support our youth apprenticeships. In turn, students have been given first-hand experience on what the construction industry has to offer for jobs, ranging from virtual construction to project management. Most recently, Findorff worked with youth apprentices from the School District of Belleville and Sun Prairie Area School District.

[\[WA\] Swiss apprenticeship program touted for Washington state \(KING-TV NBC 5 Seattle\)](#)

(5/31/2018 8:45 PM, Natalie Brand)

What does the future of work look like in Washington State? Governor Inslee's newly appointed Employment Security Department Director, Suzi LeVine, believes apprenticeships will need to play a significant role. LeVine, the former Ambassador to Switzerland and Liechtenstein, and her husband Eric LeVine, both formerly of Microsoft, gave a preview of their vision at a NewDEAL conference for rising Democratic leaders held this week in Seattle.

The LeVines hope to use the Swiss apprenticeship program as a model, in which businesses invest heavily in training and cultivating future talent. The job opportunities range from software developers and bankers to farmers and cheese makers, representing around 250 career paths, according to the LeVines. While it's too early to know how an expanded apprenticeship program will take form in Washington, Suzi LeVine estimates Washington could save \$446 million annually if two-thirds of 11th and 12th graders did apprenticeship programs, according to the presentation she gave Wednesday.

[Editorial note: View video at source link]

Labor

[American health-care workers are committing suicide in unprecedented numbers \(The Hill\)](#)

(5/31/2018 6:30 AM, Vinita Parkash)

As America focuses on one epidemic — the opioid crisis — another goes entirely ignored. American health-care workers are dying by suicide in unprecedented numbers. Earlier this month, a medical student and a resident at NYU medical school completed suicide less than a week apart. My junior colleague took her life just 11 days before her 35th birthday. I had supervised her as she transitioned into practice from fellowship. She said that the way I said her name foretold if the conversation pointed to a weakness or a strength in her patient assessment. My last sight of her was as she drove off to her new job. Less than six months later, she made a life-ending choice.

A scan of her suicide note, asking that I be notified, was emailed to me. I did not show it to anyone. The news of her suicide was announced by an email in the department. We all went about our business, as if suicide by a young colleague is usual. And perhaps, in a way it is. After all, physician suicide — and more broadly health-care worker suicide — is a huge issue in the U.S. In my own experience, I have lost six colleagues to suicide —

five physicians and one physician assistant. That does not include the suicides that I have heard about through the whisper network at work.

[The Heavy Toll of Opioids on America's Labor Force \(US News & World Report\)](#)

(5/31/2018 7:00 AM, Christopher J. Swift)

The opioid crisis is real, growing and heartbreaking. A third of Americans have been prescribed opioid painkillers, and opioids are so addictive that research suggests 1 in 5 who start a 10-day supply become longer-term users. As a leading writer of workers' compensation and group disability insurance in America, we at The Hartford see the human impact of this tragedy – on victims, their families, colleagues and communities – all too often.

But the opioid crisis also has a telling impact in two areas the headlines seldom mention: the workplace and the workforce. Not only is it devastating American families and communities, it's degrading our workforce, with the labor force participation rate down 4 percentage points since 2000 despite an ever-rising population. Work published by the National Bureau of Economic Research confirms that a key reason for this decline in labor is due to opioids.

Beyond the horrific human toll, the opioid epidemic has created an enormous financial burden and competitive strain on employers of all sizes – in the form of a diminished labor force, compromised productivity and higher health care costs. Indeed, in 2015, more than \$1.5 billion in workers' compensation pharmacy costs were directly tied to opioids.

[Public sector jobs: States where the most people work for the government \(USA Today\)](#)

(6/1/2018 2:02 AM, Michael B. Sauter)

Since the economic recovery began in 2010, the private sector has added 16 million jobs. At the same time the number of public sector jobs has remained static. As a result, government employment as a share of total employment has declined from 17.3% to 15.2%, according to the latest Bureau of Labor Statistics figures. Government employment across the country is far from evenly distributed. In some states, federal workers, as well as state and local government employees, account for anywhere between 12% and 25% of total employment. While some might expect that high government spending would also entail substantial government employment, relative to the state's workforce, the opposite tends to be true.

Based on 2017 employment figures from the Bureau of Labor Statistics, 24/7 Wall St. ranked all 50 states based on federal, state, and local government employees as a share of total employment. While states with government-friendly political environments, such as New York, Pennsylvania, and California, might spend more overall, they tend to have the fewest government jobs as a share of total state employment. Rather, sparsely-populated states, such as Wyoming, Alaska, and Montana, have relatively larger public sector workers. Martin Kohli, chief regional economist at the Bureau of Labor Statistics, explained that the primary reason for this is that government services, particularly local government jobs, exist even in small towns.

[Business Executives Take a More Tempered View of U.S. Economy, AICPA Survey Finds \(Business Wire\)](#)

(5/31/2018 7:00 AM, Staff)

Business executives are taking a more cautious view of the U.S. economy and their own company's growth prospects after two straight quarters of exuberant optimism, according to the second-quarter AICPA Economic Outlook Survey, which polls chief executive officers, chief financial officers, controllers and other certified public accountants in U.S. companies who hold executive and senior management accounting roles. Seventy-four percent of business executives said they were optimistic about the economy over the next 12 months, down five percentage points from last quarter. Part of the drop-off was due to concerns about trade and political uncertainty, survey respondents said.

Survey respondents also trimmed their expectations for profit and revenue growth over the next 12 months. Profit growth estimates slipped from 4.4 percent last quarter to four percent, while revenue growth projections eased from five percent to 4.8 percent. The number of employers who said they planned to hire immediately rose three percentage points to 30 percent in the quarter. Another 13 percent said they had too few employees but were hesitant to hire, down a point from last quarter.

[Opioid Crisis: Keeping the Workplace Drug-Free and ADA Compliant \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Angela N. Johnson)

The opioid epidemic is affecting workplaces across the country. Because opioids can be lawfully prescribed (but are increasingly abused), employers must tread carefully when taking adverse action against opioid users to avoid running afoul of the Americans with Disabilities Act (ADA). "Recovery-friendly" workplaces may provide an alternative solution to help combat the crisis, but that approach should be considered with caution. The Trump administration has declared the nationwide opioid epidemic a "public health emergency." To combat the problem, the U.S. Senate Committee on Health, Education, Labor and Pensions has proposed a bill that would provide the U.S. Department of Labor (DOL) with grants to support state efforts to fight the crisis's effect on the workforce, such as providing training to identify prescription drug or opioid abuse and supporting addiction treatment services.

According to the Mayo Clinic, opioids are the third most commonly prescribed medications, which naturally mean employees are reporting to work under the influence. Opioids are found in commonly prescribed pain management drugs such as morphine and Vicodin. They can cause side effects such as impaired cognitive ability, dizziness, and drowsiness. Employers are understandably concerned about keeping their workplaces drug-free, maintaining a safe work environment, and preventing the impacts of opioid abuse—e.g., decreased productivity, increased absenteeism, and higher medical expenses.

[Hard At Work: Employee Engagement Strategies Help Retain Top Talent in Home-Based Care \(Bristol Herald Courier\)](#)

(5/31/2018 9:01 AM, Staff)

According to the Bureau of Labor Statistics, one of every four new jobs in the US will be in healthcare, and home-based care will be among the fastest growing segment in terms of employment growth through the year 2024. Without enough experienced professionals to go around, organizations must retain top talent to thrive with a stronger, competitive edge, according to Eric Scharber, Principal Simone Healthcare Consultants and Exact Recruiting, a Simone talent solution. With healthcare and specifically home-based care becoming such a hotbed of opportunity, Scharber contends that the demand for talented staff brings greater urgency for organizations to be strategic about employee engagement and satisfaction efforts. "Employee retention and satisfaction are more central to leadership agendas and a top priority at strategic planning sessions and industry conferences.

What was previously general 'water cooler' chat is now a huge issue that will remain a top priority for success in healthcare. The direct correlation between higher employee engagement and retaining staff is something that must be measured," Scharber says. "What gets measured gets managed" AseraCare Hospice, a national provider of hospice services, has a longstanding belief that employee engagement matters. With 1,400 employees in 53 locations and 19 states, AseraCare aspires to share its passion for improving quality of life through innovative healthcare - one person, one family and one community at a time.

[Report: Online Lending Empowers U.S. Small Businesses to Generate 358K Jobs and \\$40 Billion for the Economy Over Three Years \(KOTV-TV 6 Tulsa\)](#)

(5/31/2018 8:38 AM, Staff)

A new report on small business lending in the United States reveals that some of the nation's largest "FinTech" small business lending platforms funded nearly \$10 billion in online loans from 2015 to 2017, generating \$37.7

billion in gross output, creating 358,911 jobs and \$12.6 billion in wages in U.S. communities. The upsurge in lending from online small business lenders is filling a critical financing gap for small businesses across industries, according to a new study from NDP Analytics, a Washington, D.C.-based economic research firm.

The NDP study, entitled: "The Economic Benefits of Online Lending to Small Businesses and the U.S. Economy," was sponsored by the Electronic Transactions Association (ETA), the Innovative Lending Platform Association (ILPA) and the Small Business Finance Association (SBFA) and provides an in-depth look at the economic impact of online small business lending in the United States. According to the study, the dollar amount of loans provided by just five leading online small business lenders increased by 50 percent in three years, from \$2.6 billion in 2015 to \$3.9 billion in 2017. The study also found that nearly one-third of online small business borrowers are located in lower-income communities.

[The Latino Coalition and Job Creators Network Join Forces for Small Business Rising Summit \(Benzinga\)](#) (5/31/2018 11:55 AM, PR Newswire)

Taking place at the Marriott Irvine Spectrum Hotel, the Small Business Rising Summit will be a one-day event dedicated to supporting entrepreneurs and strengthening the economy. The event will bring together hundreds of small-business owners from across the nation and abroad with influential leaders, chamber executives and government officials. The summit will serve as a platform to build professional and personal networks while also highlighting the public policy issues impacting business, including regulation, health care costs, and taxes.

"The Latino Coalition is very excited to be partnering with Job Creators Network for the Small Business Rising Summit in Irvine, CA," said Hector Barreto, TLC Chairman and former Administrator of the U.S. Small Business Administration. "JCN understands that the small-business sector is finally growing again, and this has terrific implications for the American economy – especially in communities that are in need of the unique economic opportunity offered by small-business ownership. Our strategic partnership will work to enhance the overall business, economic and social objectives of America's entrepreneurs and their employees."

"In March, we concluded a historic summit that featured President Trump, Labor Secretary Alex Acosta and Transportation Secretary Elaine Chao, as well as bipartisan congressional representatives. We look forward to keeping the momentum going with this conference, focused on the new era of entrepreneurship," Barreto added.

[CareerCast's 2018 Jobs Rated Report Sees Major Changes Over Three Decades of Rating Jobs \(Benzinga\)](#) (5/31/2018 8:38 AM, Staff)

In the 30th edition of the Jobs Rated report released today, CareerCast examines the up-and-coming professions that have been added to the Jobs Rated report in recent years, such as Genetic Counselor, which ranks as the best job of 2018, and jobs that have become outdated -- Bookbinder, Meter Reader, and Watch Repairer. Genetic Counselor at No. 1, owes its exponential growth to technology. The National Society of Genetic Counselors estimates that since 2006, the field has grown by 85 percent. The U.S. Bureau of Labor Statistics estimates growth by another 29 percent in the next eight years.

The best jobs of 2018 reflect this ongoing shift toward STEM professions, with careers in tech or directly tied to tech represented in the top 10, including Mathematician (#2), Data Scientist (#7), Information Security Analyst (#8), Operations Research Analyst (#9) and Actuary (#10). Low pay is another of the contributing factors for low ranking in the Jobs Rated report. Only two of the 10 worst jobs earn more than \$40,000 annually – and at that, those fields (Advertising Salesperson and Corrections Officer) both face declines in projected hiring outlook by 2026. Almost all the jobs in the bottom 10 face a negative hiring outlook, including these media jobs: Newspaper Reporter (-10%), Broadcaster (-9%) and Advertising Salesperson (-4%).

[Poll: 73% of U.S. Workers Want DIY HR Tools, Many Small Employers Fall Short \(Benzinga\)](#)

(5/31/2018 10:02 AM, Staff)

"Today's society has moved from being tech-enabled to tech-dependent, and with that shift has come an expectation for self-sufficiency in the workplace," said Tom Hammond, Paychex vice president of corporate strategy and product management. "While at work, employees want to interact with tools – and one another – much like they do in their personal lives. That means being given the ability and permission to accomplish simple, common actions such as changing an address, checking a time-off balance, requesting time-off, viewing a paystub, or adjusting a 401(k) balance independently.

"This is good news for HR leaders," Hammond adds. "As employees become increasingly independent, HR will have more time to focus on strategic priorities like employee engagement, winning the war on talent, and ensuring the company is complying with employment laws and other regulatory-related requirements. Additionally, the more actions an employee takes using a cloud-based HR system, the more meaningful data and actionable insights the HR team will have at its fingertips."

The likelihood of an employer offering some level of employee self-service – generally defined as a portal through which workers can access various HR-related information about themselves and take the appropriate actions – strongly correlates with an organization's size, found the Paychex study. Of those business owners polled, more than 65% of those with 20-500 employees empower their employees to complete simple administrative HR tasks via self-service.

[Employers' use of temporary, contract workers continues to increase \(HR Dive\)](#)

(5/31/2018 3:00 PM, Riia O'Donnell)

Staffing levels for temporary and contract workers increased 2.2%, according to the American Staffing Association. The rise is the fastest increase in year-over-year growth in four years for the week of May 7 to 13. Although month-over-month the ASA Staffing Index declined slightly, by 0.1%, it stayed at a rounded reading of 97 for the week. Since the index began in 2006, the week's numbers represent the highest in its history. For the 9th consecutive period, the index's four-week moving average increased to a rounded 97, representing an historic high for the same period. Rising at its fastest pace since 2014, the four-week average increased 2.4%.

The use of contingent workers continues to increase at a rate some say is moving faster than employers can adjust. Freelancers are flooding the market and, according to some data, could make up 50% of the talent market by 2020. As more individuals work independently, more may be open to it, with one study reporting that 94% of those surveyed were open to non-traditional work arrangements. That means that businesses soon may be competing for gig workers just as they do for traditional staff members, however. In fact, the pressure already may be on; some are offering contract workers full benefits, similar to those of regular staff members. Government action may be on the horizon, however, as Labor Secretary Alexander Acosta has voiced some interest in looking at regulations for gig workers.

[\[NY\] Should employees have a right to disconnect? \(HR Dive\)](#)

(5/31/2018 6:00 AM, Kate Tornone)

There's a bill pending in New York City that would give workers the right to ignore certain after-hours contact from employers. It's a concept born out of our burned-out, overworked culture, and it's no surprise that New York City may be experiencing that phenomenon in a very acute way. There are some exemptions in the bill, like one for small employers and another for emergencies. But, generally, it forbids employers from taking adverse employment actions against workers who won't reply to work-related texts and emails outside of their normal workday. France adopted a similar law last year and, to be sure, the intent is admirable. I'm lucky enough to work for a company that not only doesn't generally expect after-hours replies, but also doesn't usually send late-night emails and texts in the first place. It's a benefit that I really value and certainly wish for everyone who wants it. But there are some problems with the New York City legislation as proposed.

First, the big question: should we have a right to disconnect? I'm not completely convinced we should. The ability to, on a regular basis? Yes. But a right? Well, creating a new workplace right is a big deal, for several reasons. For one, it's not clear whether this bill can play nice with existing federal employment law. The Fair Labor Standards Act (FLSA) requires that employees be paid for all hours worked.

[\[SC\] Myers Crossing Training Prepares Students For Life-changing Occupations \(Charleston Chronicle\)](#)

(5/31/2018 12:05 PM, Barney Blakeney)

Debbie Myers believes if her students can take her beating four weeks, they'll leave her heavy equipment operation training class prepared for a lifestyle change. She is the only African American woman in the state and perhaps the country who owns and operates a heavy equipment operation training school, Myers Crossing, LLC. Myers is as tough and purposeful as the equipment she teaches her students to operate. She's intense.

In a recent publication S.C. Maritime Association President Heather Holmquest said advanced manufacturing, a term applied to the aerospace and automotive industries, is heavily dependent on the logistical and supply chain industry. Among other skilled workers, they need crane and heavy equipment operators, but there are critical shortages among those workers. The perception that every student should graduate from high school and go off to college is misleading. Many heavy equipment operators need only a high school education and earn a starting salary exceeding South Carolina's average annual income. That information isn't lost on Myers, and she extolls her students to consider it.

[\[GA\] Teach For America raising concerns in teaching profession \(Daily Illini\)](#)

(5/31/2018 8:00 AM, Heather Schlitz)

Citing a declining student population, a low-income high school in Atlanta fired one of its four social studies teachers. The next day, the school announced Jameson Brewer, a newly minted Teach for America corps member at the time, would be brought on staff. Teach for America, a nonprofit organization that places college graduates in an intensive summer training program before sending "corps members" to teach in al in low-income communities across the country for a two-year time commitment, has come under increased scrutiny.

Often targeting recent college graduates, the organization has recruiters at universities across the country, one of which is the University. According to Amy Warner, former recruitment manager for Teach for America at the University, 29 Illinois alumni will join the Teach for America corps in 2018. Brewer is now a professor in the College of Education at the University of North Georgia, a University alumnus and co-editor of two books critiquing Teach for America. He said shunting aside veteran teachers — as he believes happened in Atlanta — is only one of the corrosive effects the organization has on schools and the teaching profession.

Unlike most new Teach for America corps members, Brewer had a degree in education and experience as a substitute teacher in Atlanta under his belt before joining the organization. Following a statewide hiring freeze for new teachers in Georgia and the 2008 recession, Brewer said two years of limited employment options for teachers in the state had motivated him to apply to Teach for America.

[\[TN\] New Life Job Fair offers second chance to felons \(Chattanooga Times & Free Press\)](#)

(6/1/2018 12:40 AM, Emmett Gienapp)

Two dozen convicted felons and ex-offenders packed into a handful of meeting rooms at the American Job Center off Brainerd Road on Thursday morning for the first part of a two-day job fair tailor made for them. The New Life Job Fair, sponsored by the city of Chattanooga, the American Job Center and Father to the Fatherless, is held twice a year in the Eastgate Town Center for those looking for a way to re-enter society by putting in the work with a new career.

Career guidance professionals and instructors contribute time and expertise each time to teach participants how to prepare resumes, dress professionally and perform well in interviews. They say events like this are essential

to ensure that community members with a record can actually build productive lives after serving their time.

[\[OH\] Officials unveil new Mine Safety Training Center \(WTRF-TV 7 Wheeling\)](#)

(5/31/2018 4:46 PM, Brooke Chaplain)

It was a packed house on Thursday, as the community, state, county, and village officials gathered for the unveiling of a new mine safety training center. Ohio Department of Natural Resources Director Jim Zehringer said this project started four years ago. Now, it's finally come to fruition. Officials expect the new training facility to bring more jobs and more people to the area, which Harrison County Commissioner Dale Norris said will be a huge help for local businesses.

The new facility features classrooms, storage and a simulation center. Officials confirm Harrison County typically trains anywhere from 6,000 to 8,000 miners each year. They're hoping that number increases with the new center. Officials told 7News that local firefighters, paramedics, police and others can use the building for their own drills and training scenarios.

[\[OH\] A-Tech opens industrial maintenance training lab to public \(Ashtabula Star-Beacon\)](#)

(5/31/2018 12:30 AM, Justin Dennis)

A-Tech's adult skill training offerings are expanding, as the campus' industrial maintenance lab opens to the public this year — at a time when local and regional employers struggle to fill even entry-level skilled positions from within the county. Ashtabula County Technical and Career Campus is now offering “intense” 300-hour, 36-week courses in its Industrial Maintenance Pathway Ashtabula County Lab — also referred to as the IMPAC lab — as part of its 2018-19 adult workforce development curriculum. The lab offers basic to high-level, hands-on training in electrical, fluid power and mechanical maintenance fields through specially designed troubleshooting and virtual computer devices.

“It is fast-paced. It's intense training. There is a lot to it,” Ken Porter, the campus' workforce development coordinator said. “This one's unique in that it's all on the preventive side and troubleshooting side.” Tuition is \$9,350 for the nine-month course, which would be set for 6-10:15 p.m. Mondays and Wednesdays starting Sept. 5. Adult training orientation days are set for 5:30-6:30 p.m. Wednesdays from June 27 to Aug. 15 in A-Tech's A Complex, Room 104. To

[\[MI\] Why Michigan's workforce could be filled with outsiders \(Detroit Free Press\)](#)

(5/31/2018 5:30 PM, John Gallagher)

When Rick Snyder became Michigan's governor nearly eight years ago, he made clear he put more faith in nurturing existing businesses in the state than chasing after out-of-state companies with tax breaks. He and his aides called it “Economic gardening.” And as if to demonstrate he was serious, Snyder killed the state's lucrative movie incentives in a signature move to show he wasn't picking winners and losers.

As Snyder's second terms draws toward its close, the state has been sending mixed signals. It recently offered billions of dollars in tax breaks to both Amazon and Foxconn in a failed attempt to lure them to Michigan.

[\[MI\] Now's no time to be humble in courting talent to Michigan \(Crain's Detroit Business\)](#)

(5/31/2018 7:45 AM, Roger Curtis)

As the epicenter of mobility and innovation, Michigan is the vibrant, beautiful, affordable land of opportunity that can change your life and the world. People outside Michigan lack knowledge of our comeback and have misperceptions about our state, in almost equal measure. A state no stranger to the economic downturn in 2000s now has an unprecedented need for talent caused by a record comeback.

Not just any talent: STEAM talent, a small group of highly educated, highly sought-after individuals. All these jobs require some sort of post-secondary education, be it a four-year degree, specialized training or credential

or apprenticeship program.

[\[IL\] Why doesn't Chicago have worker-owned cooperatives? \(Chicago Reporter\)](#)

(5/31/2018 2:58 PM, G. Sequane Lawrence)

Worker-owned cooperatives are companies owned and managed by their workers. Instead of a traditional vertical business hierarchy with a boss at the top and workers below, worker-owned co-ops are horizontally-organized, with workers sharing responsibility and profits with their peers.

While successful models like the Mondragon in Spain and Emilia Romagna in Italy are widely known, newer co-ops such as the Evergreen Cooperative in Cleveland are helping catalyze a new movement in the U.S. to democratize local and state economies. According to Democracy at Work Institute, there are currently about 325 worker cooperatives in the U.S. employing over 6,000 workers and generating nearly \$400 million in revenue annually in businesses ranging from manufacturing to food service, green energy and home health care.

[\[LA\] STEM Fest aims to take learning to a higher level \(Baton Rouge Advocate\)](#)

(5/31/2018 6:00 AM, Tara McLellan)

On June 9 at William Pitcher Junior High School in Covington, and again June 23 at Slidell Junior High School, kids of all ages will be able to learn first-hand about those things and more at Northshore STEM Fest. Geared for students from kindergarten all the way to 12th grade, as well as their accompanying family or guardians, STEM Fest is a fun and family-friendly way to learn about science, technology, engineering and math (STEM) with hands-on projects, information on alternative energy sources, food science, math games and more.

Organizers from the United Way of Southeast Louisiana want the dual events to bring together as many kids as possible in order to inspire a new generation of scientists, engineers, inventors and innovators. "Our goal is we want all kids to come, especially those kids that may not have regular access to STEM programs," said Sonja Newman, United Way SELA manager of resource development. "We want them to go and be inspired and think, 'Hey, maybe I can be a scientist.'"

[\[CO\] Job Corps Student Finds Success in the Denver Workforce \(Denver Post\)](#)

(5/30/2018 9:00 PM, Staff Report)

Amber Knight, a Job Corps graduate, is living, working and setting a great example here in Denver. She was born in a small town in Montana but spent most of her young life moving from place to place with her family. She was always playing catch up and found it hard to make or keep friends. Despite her situation, she graduated high school, but wasn't doing anything with her life afterward. Like many kids at that age she lacked direction. Her step dad, a security guard for the Wind River Job Corps center in Wyoming, suggested she attend the program. She was reluctant at first and stalled for three months before she made the commitment to join Job Corps, but now she is so thankful she did. Amber said, "It changed the direction of my life."

Job Corps is a government-funded program for students ages 16-24. It offers free vocational training, high school education (if needed), as well as free lodging, three meals a day, basic medical coverage and a year of career placement services for those who graduate. Job Corps expects a lot from its students in exchange for free education and lodging. There are rules, chores and high expectations, but also a lot of fun. While attending Job Corps, Amber studied heavy equipment operation. When asked why she chose that trade her voice filled with excitement.

[\[CO\] When wildfires spark, these young dispatchers work behind the scenes \(The Coloradoan\)](#)

(5/30/2018 2:39 PM, Noel Brennan)

A fly on the wall would have to learn a new language to follow everything that goes on inside the Rocky Mountain Area Coordination Center. "Right now, we're just PREPO-ing down in Durango because it's the driest

in Colorado,” said David Lopez, sitting at his computer. “Prepositioning. PREPO,” he clarified, recognizing the confused look on this reporter’s face. Lopez, 19, deals with a lot of acronyms and abbreviations. He’s fluent in the language of fire dispatchers. Lopez is one of a handful of dispatcher trainees at the Rocky Mountain Area Coordination Center in Lakewood. The center helps organize and dispatch resources when big fires break out across the country. The center oversees 10, smaller dispatch centers across Colorado, Kansas, Nebraska, South Dakota and Wyoming.

The young dispatcher trainees are part of the USDA Forest Service Job Corps which trains and develops up to 4,000 students every year in a variety of industries. The dispatcher pilot program allows trainees to get a taste of working behind the scenes of real fires. “It’s a humongous process,” Lopez said. “We know where everybody is. We know what resources are available and are ready to go.” Lopez and the other dispatcher trainees already spent a year in wildland fire training before arriving at the Rocky Mountain Area Coordination Center.

[\[WA\] Where are the workers? A farm crisis in Washington \(KCPQ-TV Fox 13 Seattle\)](#)

(5/31/2018 12:09 PM, Simone Del Rosario)

Washington’s farmers are at risk of losing millions of dollars in crop this season because once the harvest is ready, there are not enough workers to pick it. It was a tough day for Auburn, Washington’s Mosby Farms: The day they disced 20 acres of zucchini back into the ground.

“What could have been a stellar season I can say was probably not,” Rosella Mosby said. She said her first-generation farm lost out on \$100,000 because they didn’t have the workers to pick the zucchini in time. They were missing more than a fifth of their workforce last season.

[\[CA\] Silicon Valley’s company towns are doomed \(Co.Design\)](#)

(5/31/2018 1:52 PM, Grant Bollmer)

Willow Village is a community planned for a 59-acre site in California’s Silicon Valley, between Menlo Park and East Palo Alto. It will have housing, offices, a grocery store, a pharmacy, and its developers say, maybe even its own cultural center.

There’s one notable thing about Willow Village that makes it different from other new communities in America: It is being developed by Facebook. Willow Village evokes “company towns” of the past, once built by corporations to both house and keep tabs on employees. And projects like Willow Village also follow the legacy of utopian communities in the United States.

Child Labor

[Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs \(Safety & Health\)](#)

(5/31/2018 8:00 AM, Staff Report)

A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds. Rep. Keith Ellison (D-MN), deputy chair of the Democratic National Committee, wrote a letter to Secretary of Labor R. Alexander Acosta on May 23 inquiring about a proposed rule on the Spring 2018 regulatory agenda, Expanding Apprenticeship and Employment Opportunities to 16 and 17-Year Olds Under the FLSA (Fair Labor Standards Act).

FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states. In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and

student-learner programs.”

[\[NY\] Investigation Finds Children Working in Factory Packaging Beauty Products Sold at Major Retailers \(Inside Edition\)](#)

(5/31/2018 1:00 PM, Staff Report)

American children have been found working in a factory packaging soaps and beauty products sold by major retail chains, an Inside Edition investigation has found. In the investigation, which will air in full Friday, Inside Edition goes inside the Twelve Tribes community.

An Inside Edition producer went undercover at their commune in Cambridge, N.Y., and was allowed to access the property, where she found children working in the field. One 6-year-old boy was picking potatoes and trying his best to handle a wheelbarrow. Hidden cameras captured an 11-year-old girl working on a factory assembly line. We also found a 9-year-old boy and a 10-year-old girl who worked in the factory. The children package products for major brands like Acure and Savannah Bee, which are sold at well-known chain stores, including Amazon, Whole Foods, Target and Walmart.

[Editorial note: View video at source link]

[\[NY\] American children as young as NINE found working in 'cult-run' NEW YORK factory \(Daily Mail\)](#)

(5/31/2018 5:01 PM, Hannah Parry)

Children as young as nine have been found working in a New York soap factory packing products sold at Whole Foods, Target and Wal-Mart. The factory is owned and operated by Twelve Tribes, a religious sect branded a 'cult' by many and whose alleged racist teachings and strict child-discipline policy has landed it in controversy in the past. Former 'cult' member Sarah Williams, 34, agreed to go undercover to expose the child labor exploitation at the Cambridge, New York, commune for Inside Edition.

Wearing a hidden camera, Williams - who was born at the commune - captured shocking footage of young children being forced to work in the soap packing factory. An 11-year-old girl was recorded working on the assembly line, while a nine-year-old boy and ten-year-old girl were seen working in other parts of the factory. Another video, filmed by an undercover Inside Edition producer, showed a six-year-old boy picking potatoes in a field at a farm run by Twelve Tribes.

[\[NY\] Upstate religious cult allegedly beats kids, forces them into labor \(New York Post\)](#)

(5/31/2018 11:04 PM, Laura Italiano)

A religious cult is forcing children as young as 9 to work the assembly line in its upstate factory — packaging fancy soaps and other goods that are then sold by Amazon, Whole Foods, Target and Walmart, a new exposé claims. The factory, in rural Cambridge — a small town an hour northeast of Albany — is owned and run by a controversial international religious cult called Twelve Tribes.

The cult has been fined by New York authorities at least twice before, in 2001 and 2006, over child labor-law violations. Its charismatic octogenarian leader, Gene Spriggs, preaches a home-spun fundamentalism that promotes corporal punishment, racism, homophobia, and a return to 1st century Christian values. “They preach peace and love. But there’s another side of these people they don’t want you to see,” says a promo for the “Inside Edition” report, which airs 7 p.m. Friday on CBS.

Immigration

[Report: More than 5K Cases of H-1B Visa Fraud, Abuse Reported Last Year \(Breitbart\)](#)

(5/31/2018 7:38 PM, John Binder)

More than 5,000 cases of alleged abuse in the H-1B visa program have been reported in the first year since

President Trump created the fraud hotline. Officials with the United States Citizenship and Immigration Services told Newsweek that as of May 21, more than 5,000 cases of H-1B visa abuse have been reported. Every year, more than 100,000 foreign workers are brought to the U.S. on the H-1B visa and are allowed to stay for up to six years. There are about 650,000 H-1B visa foreign workers in the U.S. at any given moment.

Americans are often laid off in the process and forced to train their foreign replacements, as highlighted by Breitbart News. More than 85,000 Americans annually potentially lose their jobs to foreign labor through the H-1B visa program. As Breitbart News reported, tech conglomerates like Amazon, Microsoft, and Apple hide their H-1B foreign worker hires through outsourcing firms like Cognizant, Tata, and Infosys. The practice allows the corporations to claim they are not undercutting or replacing American workers at extraordinary rates, as they simply contract the foreign workers through the outsourcing firms. The H-1B visa program and importation of foreign workers has crowded out American young people and STEM graduates from high-paying jobs in Silicon Valley, the tech hub of the world, Breitbart News reported.

[AmericanHort welcomes H-2A improvement initiative \(Fresh Plaza\)](#)

(5/31/2018 9:00 AM, Staff Report)

AmericanHort enthusiastically welcomed the announcement by four Cabinet secretaries – Perdue (Agriculture), Acosta (Labor), Nielsen (Homeland Security) and Pompeo (State) – of a new administrative initiative to streamline and improve the H-2A agricultural visa program. H-2A is the only labor safety net currently available to most agricultural employers. AmericanHort has been actively encouraging such an initiative since President Trump welcomed 15 farmers to the White House just over one year ago. “...Our Departments are working in coordination to propose streamlining, simplifying, and improving the H-2A temporary agricultural visa program – reducing cumbersome bureaucracy and ensuring adequate protections for U.S. workers,” the Cabinet secretaries’ statement said.

The announcement signals the initiation of a process that will take some time. AmericanHort is hopeful that program improvements will be in place by or before the 2020 growing season. “H-2A is fast growing in its importance to nursery and greenhouse growers as labor challenges are only getting worse,” said Craig Regelbrugge, AmericanHort senior vice president for industry advocacy and research. “A reliable program is what Congress intended, so this is good news. If successful, the results of the initiative will help our members succeed and grow,” he added.

[Ag leaders hope Trump can improve H-2A \(The Packer\)](#)

(5/31/2018 4:16 PM, Tom Karst)

With faint chances for passage but sure promise for passion, immigration and farm labor legislation will again be debated by Congress in June. House leadership has committed to bringing immigration legislation to the floor in mid- to late June, but fresh produce industry lobbyists said getting any immigration reform or enforcement legislation through Congress with President Trump’s signature during an election year will be an uphill battle.

With at least one and possibly four immigration bills up for possible votes in June, Craig Regelbrugge, AmericanHort senior vice president of industry advocacy and research, said there is as much uncertainty as ever with the immigration debate on Capitol Hill.

[More H-2B Visas for Seasonal Work Available This Summer \(Society for Human Resource Management\)](#)

(6/1/2018 12:00 AM, Roy Maurer)

Employers that can demonstrate that their business is at risk of failing without an infusion of foreign seasonal workers will have the chance to petition for help this summer. The Department of Homeland Security is authorizing 15,000 additional H-2B visas for use in fiscal year 2018, which runs through September 30. The extra numbers are on top of the 66,000 H-2B visas already issued this fiscal year.

The H-2B visa program allows U.S. employers to hire foreign nationals during peak seasons, primarily in landscaping, hospitality, seafood processing and recreation jobs. Congress has set the H-2B visa cap at 66,000 per fiscal year, with 33,000 visas granted for workers who begin jobs in the first half of the 12-month period and 33,000 visas for workers who begin jobs in the second half. Businesses and industry groups, citing labor workforce needs, have pressured the DHS for months to release additional H-2B visas. The decision to issue more visas will bring some relief to employers who say they cannot find sufficient workers, like the seafood processing plants along Maryland's Eastern Shore that are missing up to 40 percent of their usual workforce this crab season, according to The Baltimore Sun.

[Medical groups warn Trump of 'imminent healthcare repercussions' due to visa crackdown \(Think Progress\)](#)

(5/31/2018 2:21 PM, Rebekah Entralgo)

International medical graduates are having a difficult time moving to the United States for their residency programs due to a slowdown in the H-1B visa application process, affecting nearly 4,000 individuals, the American College of Physicians wrote in a letter to U.S. Citizen and Immigration Services (USCIS) officials Wednesday.

The letter, written in conjunction with the American Academy of Family Physicians, the American Academy of Pediatrics, the Alliance for Academic Internal Medicine, the American Psychiatric Association, the American College of Obstetricians & Gynecologists, and the Council of Academic Family Medicine, pressed immigration officials to let doctors into the country. It cited "imminent healthcare repercussions of delays in H-1B visa processing" among the reasons to process the new doctors' applications more quickly. "When incoming medical residents are delayed or visas are denied, it is not only disruptive to training programs, but it impacts patient care as teaching hospitals rely on these medical residents to provide care," the organizations wrote. "...For at least one internal medicine training program, 60% of incoming medical residents are on H-1B visas so the impact of a delayed start and possible denials would be devastating to their physician workforce capacity."

Working Women

[The child-free life: Why so many American women are deciding not to have kids \(Washington Post\)](#)

(5/31/2018 2:35 PM, Petula Dvorak)

Oh, come on, millennial women. Just look at us. Frantic and apologizing, overwhelmed between staff meetings and gymnastics, shamed for bottle-feeding, booted for breast-feeding, passed over for promotions, denied on the day-care list — isn't this what you've always dreamed of? No thanks, they're saying, to today's lovely vision of motherhood. And in huge numbers.

The American birthrate is sinking: 3.8 million babies were born last year — the lowest number in three decades and down 2 percent from 2016, according to a new report by the National Center for Health Statistics.

[Federally Employed Women: Paving the Way for Equal Opportunity \(GovLoop\)](#)

(5/31/2018 11:44 AM, Danielle Poindexter)

Since the 1964 Civil Rights Act, government has continued to crack down on discrimination through laws and regulations such as the Lilly Ledbetter Fair Pay Act, which restricts compensation discrimination. Recently, however, more and more women are speaking out about issues of sexual harassment and other forms of discrimination across workplaces, including federal government. While there are protections in place, discrimination continues to be a major issue. How do government employees know that their agencies are complying with equal opportunity regulations? And who can government personnel turn to if their agency does not comply?

Thankfully, people like Connie Coleman-Lacadie work to prevent non-compliance and help women and minorities attain equal opportunities in the federal workforce. In an interview with GovLoop, Coleman-Lacadie

discussed her work as Vice President of Compliance for Federally Employed Women (FEW).

[Women Less Optimistic Than Men About the Future of Work \(Benzinga\)](#)

(5/31/2018 8:44 AM, Staff)

Women are less optimistic than men about the future of work, according to a new survey by Clutch, a leading B2B research, ratings, and reviews company. When asked how they view their future career prospects, more than a quarter (27%) of working women said they feel worried or neutral, compared to 20% of men. Workers overall have a positive outlook about their future careers, the survey finds. Over three-quarters (76%) are optimistic about their future careers, compared to 1 in 5 workers (20%) who say they are worried.

However, gender differences correlate with other factors that impact optimism, including decision-making authority at work, according to the survey's findings. The survey suggests that men are more optimistic about the future because they are more likely to have decision-making authority in their job. Higher levels of authority correlate with higher levels of optimism. For example, over 90% of business owners and 80% of business managers say they are optimistic about their future career prospects, compared to 70% of individual contributor employees who do not have decision-making authority.

[\[IN\] Spots remain in girls STEM summer camp at Ivy Tech Kokomo \(Anderson Herald-Bulletin\)](#)

(5/31/2018 6:11 AM, Staff)

Spots are still available for "Gearing Up Girls for STEM," a new summer camp being offered in June at Ivy Tech Community College Kokomo. The camp comes at a time when workforce development, including a local focus on women's involvement in manufacturing and skills trades, is at the forefront of economic development discussions in Indiana. Two sessions of the two-day camp will be aimed at middle school girls interested in broadening their knowledge about the expanding prospects for women in fields related to science, technology, engineering and math.

Presented by Ivy Tech, in partnership with the Fiat Chrysler Automobiles US Transmission & Casting Women's Group, the camp will introduce participants to a wide range of STEM opportunities through hands-on experiences in physics, biochemistry, engineering, and biology, aerodynamics, advanced manufacturing and virtual reality.

Wages & Compensation

[A Record Month for Raises \(Wall Street Journal\)](#)

(5/31/2018 12:48 PM, James Freeman)

The number of small companies raising wages hit a record high in the U.S. this month. That's according to the latest National Federation of Independent Business employment survey, due out later today. A full 35% of owners of small firms report increasing labor compensation, the highest percentage since NFIB started asking about it in 1986. Companies have been looking to increase hiring and are paying more to attract scarce workers. "Reports of employment gains remain strong among small businesses. Owners reported adding a net 0.20 workers per firm on average, slower than earlier in the year but strong. The availability of qualified workers is impeding the growth in employment. Job openings are at record high levels," adds NFIB Chief Economist William Dunkelberg.

NFIB also finds that 23% of business owners now cite the difficulty of finding qualified workers as their "single most important business problem." This is just one percentage point below the record high set in 2000. The labor shortage is most acute in the construction industry, with 57% of such firms reporting current job openings. Other industries where wages are also rising to attract workers include transportation, travel, communication, utilities and manufacturing. "Labor markets are very tight, for both skilled and unskilled workers," adds Mr. Dunkelberg, who is expecting a further decline in the unemployment rate when the Labor Department on Friday

issues its monthly report on the broader U.S. economy. The NFIB economist is expecting the government will report “job creation around 170,000, absent a surprise increase in the labor force participation rate.”

[Should women feel ashamed for earning more than their male partners? \(MarketWatch\)](#)

(5/31/2018 10:59 AM, Alessandra Malito)

The gender wage gap can be detrimental to a woman’s savings potential, and therefore how financially secure she is in retirement, and yet when some women earn more than their male counterparts, they still see it as a possible source of tension. A 2017 Refinery29 article about women feeling awkward when they’re the breadwinners in a relationship resurfaced this week after CNBC wrote about the piece. Twitter users said the idea that women would feel that way is ridiculous, and many laughed it off. The author of the original piece, Ashley C. Ford, took to the social media platform and defended her findings: “I understand why their anxieties might seem silly or misplaced, but was I supposed to lie about the data?” she said. “They are ashamed. They are worried.”

Ford spoke with women across a variety of locations, income and education levels, and said in her tweet that their boyfriends and husbands often weren’t upset about them earning more. The CNBC (CMCSA) article also cited a study that suggested relationships where the wives are the breadwinners led to higher rates of dissatisfaction, and could lead to divorce. It cited a University of Chicago study that found there was a greater risk of divorce when women made even \$5,000 a year more than their husbands. The women in Ford’s article said they felt uncomfortable for a few reasons: for one, there was an ingrained expectation it was a man’s job to take care of his woman; for another, women didn’t want to date men who were less ambitious than they were.

Some women also said that if they knew they would always be the breadwinner in their relationships, it would seem “exhausting” and cause resentment in their relationships because they’d be stuck at jobs where they weren’t happy. Women earned about 80% of what men earned in 2016 in the U.S., except for New York and California, where it’s closer to 90%, and Utah and Louisiana, where it’s closer to 70% according to advocacy group American Association of University Women.

[Jobs Are Booming. Are Wages Next? \(Bloomberg\)](#)

(5/31/2018 2:00 AM, Mohamend A. El-Erian)

Will the jobs report for May, to be released Friday, show that the U.S. labor market is on a new, historically more consistent course? For some time, these data have shown an unusual combination of robust job creation and a low unemployment rate along with sluggish wage growth and a labor force participation rate stuck at low levels. This apparent disconnect has confounded economists and made the post-crisis recovery uneven and unsatisfactory for many.

The hope is that these factors will have started to realign in earnest in May in a way that supports higher and more inclusive growth. The likelihood is that this shift will continue to take time, will be sequential rather than simultaneous and won’t fully meet the economy’s considerable potential without greater efforts from both the public and private sectors.

Economic theory and historical experience suggest that companies have to compete a lot harder to attract and retain employees as the unemployment rate drops. This dynamic pushes wages higher and, more generally, improves working conditions. That, in turn, brings people back into the labor force.

[Tackling the ‘Motherhood Penalty’? Start With Benefits \(Bloomberg BNA\)](#)

(5/31/2018 8:57 AM, Genevieve Douglas)

Widely known as the “motherhood penalty,” the wage gap among women with children and those without has remained virtually unchanged over almost 30 years, with mothers of three or more children making 18 percent less than childless women, mothers of two making 13 percent less, and women with one child making 14

percent less, according to research from the Washington Center for Equitable Growth.

Women in the workplace often suffer great consequences for taking large amounts of leave, as opposed to their male counterparts, Sarah Fleisch Fink, general counsel and director of workplace policy for the National Partnership for Women & Families, told Bloomberg Law May 29. It's not just promotions and advancements that can be affected; project assignments, lucrative clients, and "good" shifts often are sacrificed by women who take long leaves of absence from work for the birth, adoption, or fostering of a child, she said.

[Editorial Note: Consult source link for full details.]

[Report: Summer Hiring Raising Voters' Wages Before Midterms \(Breitbart\)](#)

(5/30/2018 9:50 PM, Staff Report)

Almost half of hourly-wage employers will "offer the maximum hourly wage they feel their business can afford" this summer, up from just one-third of employers in 2017, says a survey of 1,000 employers by Snag, a job-advertising firm. The pressure is also pushing three out of four employers to offer wages of \$11 or more. The report also noted that more employers are using the federal E-Verify system to screen illegal immigrants from jobs. The survey said that "nearly 40 percent of employers plan to use E-Verify to evaluate summer applicants, up from 25 percent last year." "Given the current political environment and noise around immigration and non-citizenship status, employers are clearly being more cautious," said Snag CEO Peter Harrison.

The survey's data suggests that millions of American voters are going to get pay raises during the summer before the election because of President Donald Trump's lower-immigration/higher-wage policies. The rising wages help explain the escalating demands by CEOs and investors for a federal amnesty that would provide them with another influx of wage-cutting immigrant workers. These demands have turned into threats by donors and by GOP members who are elected in low-tech dairy districts. But many polls show the public overwhelmingly prefer immigration policies which bar companies from importing cheap foreign workers until Americans can get good jobs.

[A Record Number Of Small Businesses Are Raising Wages Amid Tight Labor Market \(Daily Caller\)](#)

(5/31/2018 5:33 PM, Will Racke)

A greater share of small companies in the U.S. are raising wages than at any time in the past three decades, according to a survey released Thursday from the nation's biggest independent business association. A seasonally adjusted 35 percent of small business owners reported they have increased labor compensation in order to recruit new employees or retain the ones they already have, the National Federation of Independent Business found in its May jobs report. That was the highest share since the NFIB began asking about wage increases in 1986. NFIB attributed the record figure to business-friendly tax reform enacted at the beginning of 2018 and a tight labor market that has seen unemployment dip below four percent.

As a consequence of that tight labor market, 83 percent of responding businesses reported having difficulty finding qualified candidates for the positions they were trying to fill, the NFIB report also found. A lack of qualified workers was the single most pressing issue for 23 percent of business owners - the highest share since 2000 and one percentage point below the all-time survey high, according to NFIB. The federal government should intervene to expand the labor pool, especially by lifting the cap on H-2B visas for foreign guest workers, many business groups said.

[Psychologists: Women are not to blame for the wage gap \(EurekAlert!\)](#)

(5/31/2018 12:00 AM, Staff)

Women should not be blamed for the gender wage gap in the United States, according to psychologists at Rice University. To eliminate the gap, organizations must provide training, support and opportunities for growth, the researchers said. The authors of the review paper, "Victim Precipitation and the Wage Gap," draw upon existing

psychological research to highlight myths regarding the gap between men and women and to offer possible explanations for why it exists.

The paper by Mikki Hebl, the Martha and Henry Malcolm Lovett Chair of Psychology in Rice's School of Social Sciences, Rice psychology graduate students Abby Corrington, Shannon Cheng and Linnea Ng, and Hebl lab manager Ivy Watson appeared in the March 2018 issue of the journal *Industrial and Organizational Psychology*.

[The right to raise a family without going broke \(The Week Magazine\)](#)

(5/31/2018 5:55 AM, Ryan Cooper)

Conservatives denounce both parts of this equation. Welfare (by which they mean government subsidies that don't go to rich people or corporations) is bad, and should be abolished. Abortion is also bad, and should be outlawed (or at least restricted as much as practicably possible). Laws that require health insurance to cover birth control are considered violations of religious freedom.

By contrast, there is wide agreement on the left that abortion should be legal and near-universal agreement that birth control should be covered as a basic medical necessity. There is also increasing but tentative agreement that the United States needs to seriously beef up its family benefits, with some limited proposals like Sen. Kirsten Gillibrand's FAMILY Act for 12 weeks of paid family and sick leave — pitiful by Nordic standards, but it's a start.

[Editorial Note: Consult source link for full details.]

[\[VT\] Vermont will pay remote workers \\$10,000 to move here \(Burlington Free Press\)](#)

(5/31/2018 4:22 PM, April McCullum)

If you and your laptop are considering moving to Vermont, the state wants to sweeten the deal. Under a bill that Gov. Phil Scott signed into law Wednesday, remote workers who put down roots in Vermont will be eligible for up to \$10,000 in moving expenses and other costs.

Current residents aren't eligible. State officials hope Vermont's high quality of life will entice out-of-state workers to swap their office for a Vermont co-working space or home office. "We think Vermont is well-positioned to capitalize on the increase in the availability of remote work," said Michael Schirling, secretary of the Vermont Agency of Commerce and Community Development.

[\[DC\] Hey, D.C.: Reject the misleading signs and raise tipped workers' wages \(Washington Post\)](#)

(5/31/2018 6:00 AM, Jared Bernstein & Ben Spielberg)

In 2016, D.C. lawmakers set in motion a gradual increase to the city's minimum wage to \$15 by 2020. Because of pressure from the U.S. Chamber of Commerce and restaurant industry, however, the city's tipped workers — food-service workers, hairstylists, hotel workers, taxi drivers and other employees for whom tipping is customary — got a substantially smaller increase. Their minimum wage, which is \$3.33, will rise to only \$5 an hour by 2020. Initiative 77 would, over the next eight years, phase out this subminimum wage for tipped workers such that by 2026, the city's minimum wage for tipped workers would match the city's regular minimum wage.

Initiative 77 targets this problem, one which is extremely costly for many of these economically vulnerable workers. In the District, the poverty rate for tipped workers — who are disproportionately people of color — is twice the poverty rate for other workers. The initiative is particularly important for the two-thirds of all tipped workers who are women (among waiters and bartenders that share rises to 70 percent). When workers are forced to rely on tips for the bulk of their income — which the subminimum wage for tipped workers ensures — they are often put in the situation of deciding whether to tolerate inappropriate behavior from their customers or to risk losing tipped income by standing up to or reporting harassment.

[\[MO\] Construction Industry Awaits Passage of Prevailing Wage Compromise \(St. Louis CNR\)](#)

(5/31/2018 10:33 PM, Kerry Smith)

The Missouri Senate and House have passed legislation to modify the state's prevailing wage law. Unless vetoed by a sitting Missouri governor, HB 1729 will become law and take effect in August, changing and simplifying the way wages are calculated for public works projects - and putting increased onus on contractors and subs to report their hours to the state. School districts, cities and other governmental entities currently pay more than the state's minimum wage for maintenance and construction work.

As it now stands, the specific amount is determined by the type of work being done as well as the geographical location of the construction project, and there is no minimum threshold for the amount/size of project to which prevailing wage applies. The bill also signifies a compromise in how prevailing wage will be calculated in rural areas of Missouri. HB 1729 also raises the construction cost threshold that construction projects must reach in order for contractors to be paid prevailing wage. A key provision of HB 1729 is that it establishes \$75,000 as the threshold or minimum project amount that is subject to prevailing wage rates.

[\[OR\] In a Tight Labor Market, High School Grads Can Make Big Salaries \(Cascade Business News\)](#)

(5/31/2018 2:14 PM, Cascade Business News)

Across the country, high school students are making their final decisions about which college to attend in the fall. And millions of college seniors wonder if they will be able to find a job after graduation. At the same time, Express Employment Professionals experts are reporting high demand for jobs that don't require a college degree—many of those jobs pay wages that rival or exceed those of four-year college graduates.

"One of the significant ways our town is preparing high school students for careers is through our intern program brought to us by the program Better Together. The program is specifically called Youth Connect. Also, we realize not everyone is meant or wants to have a college degree and we work diligently to place those folks in jobs where a degree is not necessary," said Connie Druliner, franchise owner of the Bend and Redmond Express offices.

[\[CA\] Most Uber and Lyft drivers in LA work full time and still struggle to make ends meet, study says \(Los Angeles Times\)](#)

(5/30/2018 3:40 PM, Tracey Lien)

When ride-hailing services Uber and Lyft arrived in Los Angeles six years ago, they sold Angelenos on the narrative that driving for their companies was little more than a side-hustle - a flexible way to make money while being your own boss. That narrative is no longer true in 2018, according to research released Wednesday from UCLA's Institute for Research on Labor and Employment, which found that more than half of Uber and Lyft drivers in Los Angeles drive full time.

Many also struggle to pay for expenses such as gas, insurance and vehicle maintenance costs, and around a third either purchased or leased their car specifically to drive for the companies and must now continue driving to pay off those loans. "We knew from seeing the news coverage that conditions for Uber and Lyft drivers were bad, but it was shocking to see how bad it was," said Lucero Herrera, a coauthor of the report. Around half of Uber and Lyft drivers surveyed said it's their only job, and roughly the same percentage said they work more than 35 hours a week and struggle to pay for gas, insurance and car maintenance costs. Many said they drive extra hours, borrow money, or use a credit card to pay those expenses.

[\[CA\] Disneyland Rolls Out Wage Bump Proposal for Hourly Employees \(KNBC-TV NBC 4 Los Angeles\)](#)

(5/31/2018 7:30 PM, Staff)

Disneyland Resort officials Thursday rolled out a proposed wage offer that they said would amount to a 36 percent increase over a three-year span for its hourly workers, two days before Sen. Bernie Sanders plans to meet with Disneyland unions and rally them during contract negotiations. The current minimum rate of \$11

would go up to \$13.25, and then \$14.25 in 2019 and \$15 in 2020. "The company has been engaging in successful negotiations since Disneyland Park first opened, and we are proud of our long-standing history with labor unions.

Negotiations are focused not only on wages, but also on working together to provide our cast members with a world-class experience," said Disneyland Resort President Josh D'Amaro. "We look forward to productive negotiations with our unions as we set a foundation for our exciting future ahead." Sanders, who unsuccessfully sought the Democratic nomination for president in 2016, sent a letter to his supporters Thursday that blasted Disney.

[\[CA\] Disney Offers to Raise California Park Worker Pay to \\$15 an Hour \(Bloomberg\)](#)

(5/31/2018 7:09 PM, Christopher Palmeri)

Walt Disney Co., in the midst of heated union negotiations on both coasts, has offered to raise the starting pay for its California theme-park workers to \$15 an hour over the next three years. Entry-level employees at Disneyland would see their pay rise to \$13.25 an hour immediately from \$11 currently and then to \$15 by 2020, two years ahead of a deadline set by California.

Disneyland and its sister park, California Adventure, employ about 30,000 people in Anaheim, California. The offer represents a 36 percent increase over three years, the company said Thursday in a statement.

Minimum Wage

[Seven facts about tipped workers and the tipped minimum wage \(Economic Policy Institute\)](#)

(5/31/2018 4:40 PM, Elise Gould and David Cooper)

As debate continues on a referendum to raise the tipped minimum wage in Washington, D.C., to the minimum wage for nearly all other workers, we wanted to take a few minutes to set the record straight on the facts about tipped worker wages and incomes. Currently, eight states do not have differential treatments of the tipped workforce in terms of the minimum wage. To be clear, tipped workers in these equal treatment states receive the full, regular state minimum wage plus tips.

Over the last several years, there has been a great deal of research about the minimum wage and tipped restaurant workers, in particular, and we are going to draw on some of that research to make several key points:

1. In the District of Columbia, women, African American, and Hispanic workers are disproportionately minimum wage workers, including tipped minimum wage workers;
2. Maintaining a separate, lower minimum wage for tipped workers perpetuates racial and gender inequities;
3. In states that have a lower tipped minimum wage, tipped workers have worse economic outcomes and higher poverty rates than their counterparts in equal treatment states;
4. Tipped work is overwhelmingly low-wage work, even in D.C.;
5. Wage theft is particularly acute in food and drink service, and restaurants across the country have been found to be in violation of wage and hour laws;
6. The data show that tipped workers' median hourly pay (counting both base wages and tips) is significantly higher in equal treatment states.
7. The restaurant industry thrives in equal treatment states. In one of the most comprehensive studies on the minimum wage, researchers aggregated the results of over four decades of studies on the employment effects of the minimum wage.

[\[PA\] Gov. Wolf calls for increase of state's minimum wage \(WJAC-TV NBC 6 Johnstown\)](#)

(5/31/2018 2:00 PM, Matthew Stevens)

Gov. Tom Wolf is joining workers who are calling for the state to raise its minimum wage. The current minimum wage in the state is \$7.25 an hour and Wolf is calling on lawmakers to make changes. "As corporations get massive tax breaks and executive pay continues to rise, workers at all levels have been left behind and too many Pennsylvanians are working full-time, often in multiple jobs, while barely making ends meet," said Wolf.

The governor said the Commonwealth's minimum wage is falling behind that of neighboring states. The \$7.25 minimum wage is the same as the federal minimum. Ohio (\$8.15), West Virginia (\$8.75), New Jersey (\$8.65) and New York (\$12.00) all are higher than Pennsylvania's.

[\[PA\] Despite lack of progress, higher minimum wage advocates see some bright spots \(WHYY Public Broadcasting\)](#)

(5/31/2018 10:00 AM, Katie Meyer)

Several groups intent on raising Pennsylvania's minimum wage are rallying in Harrisburg Thursday in an effort to nudge the General Assembly — once again — to consider raising pay for workers. Every year of his tenure as governor, Democratic Governor Tom Wolf has proposed a wage increase above the federal \$7.25 minimum. It never made much progress — thanks largely to conservative lawmakers who argue the hike would drive out businesses.

Rick Bloomingdale, president of the commonwealth's federation of labor unions, said despite being an advocate for higher wages he is "cynical" about a hike happening any time soon. "Until it becomes a big electoral issue and people could lose their seats over it ... we've just got to make it a political issue," he said.

[\[NC\] Minimum wage hike would boost economy \(Wilson Daily Times\)](#)

(5/31/2018 9:20 PM, Rob Schofield)

There are a lot of important statistics that confirm just how out of whack the U.S. economy has grown during this modern Gilded Age we currently inhabit, but two factoids from a recent CNN story say an awful lot about where things stand: 1. The U.S. unemployment rate just dipped to an 18-year low recently at 3.9 percent, and, 2. Nearly 51 million American households don't earn enough to afford a monthly budget that includes housing, food, child care, health care, transportation and a cellphone.

Not surprisingly, the economic picture here in North Carolina is similarly disturbing. The richest 5 percent of households in North Carolina have an average income that is 28 times greater than the poorest 20 percent; rent is unaffordable for 50.6 percent of North Carolina renters; and 7 percent of North Carolina children lived in poverty in 2016. In other words, North Carolina should raise its minimum wage. The minimum wage in North Carolina is \$7.25 an hour, the same as the federal minimum wage. An estimated 1.3 million people in North Carolina would benefit from a \$12 minimum wage as the ripple effect of raising the wage floor would give a boost to the many hundreds of thousands of working people making just above the minimum wage. Even if one sets aside the issues of fairness and morality, there's another reason for North Carolina leaders to move on raising the minimum wage that may surprise some at first blush: it's actually good for business and the economy. Raising the minimum wage creates more customers, more sales and bigger profits. Second, raising the minimum wage helps small businesses reduce payroll costs by reducing employee absenteeism and turnover while simultaneously boosting productivity.

Overtime

[\[LA\] Federal judge approves settlement in suit seeking unpaid overtime wages for Doris Metropolitan bartender \(Louisiana Record\)](#)

(5/30/2018 8:40 PM, Sandra Lane)

A judge in the U.S. District Court for Eastern District of Louisiana issued a ruling May 21 approving a settlement

in a lawsuit seeking payment for unpaid overtime for a bartender at Doris Metropolitan. Plaintiff Shannon McSwain and 11 other plaintiffs filed the collective action, individually and on behalf of all others similarly situated, on March 31, 2016. The suit alleged that defendants DMNO LLC, Doron Moshe Rebi-Chia, Itai Ben Eli and Itamar Levy violated the Fair Labor Standards Act of 1938 by failing to pay overtime wages for hours worked in excess of 40 hours per week. On April 2, 2018, the parties reached a settlement agreement with respect to McSwain's claims with the assigned magistrate judge.

On May 14, 2018, the parties jointly moved to approve the proposed settlement agreement and dismiss McSwain's claims with prejudice. Other plaintiffs were expected to join the class, but none filed a claim within the required deadline, according to court documents. The settlement paid to Ms. McSwain was to be based on a negotiated number of overtime hours that she allegedly worked, but for which she was not paid. A portion of the settlement was to be reimbursement for lost wages and also included damages. As a result of the settlement, McSwain's claims against the defendants were dismissed with prejudice, meaning that she cannot file suit concerning this issue again.

Paid Leave

[When high-profile women take short maternity leaves, it sends mixed message \(Chicago Tribune\)](#)

(5/31/2018 12:00 PM, Kate Thayer)

A week after announcing she'd adopted a baby, Washington, D.C., Mayor Muriel Bowser was back at work, addressing the media at a press conference Tuesday. She's not the first high-profile mother to make a swift return to work following the arrival of a baby. In 2012, Marissa Mayer, then Yahoo's CEO, took just two weeks off following the birth of her twins. And in 2008, vice presidential candidate Sarah Palin worked the campaign trail in the months after her son was born. At a time when family-leave policies in the U.S. still lag behind those of other developed nations, experts say that when mothers return to work soon after having a baby, it sends a mixed message. While it may empower mothers trying to juggle work and family life, it also can be counterproductive for those fighting for adequate paid leave.

Barbara Risman, sociology professor at the University of Illinois at Chicago and senior scholar at the Council on Contemporary Families, said there are positive and negative takeaways from powerful women taking short maternity leaves. "One thing is ... the notion that jobs are so inflexible ... that we shouldn't, as a society, decide that reproduction of the species and attention to the next generation deserves three months, or even six months, of parental care," Risman said.

[\[MI\] Michigan manufacturers say paid sick leave mandate could hurt job growth \(Michigan Radio\)](#)

(5/31/2018 11:00 AM, Rebecca Kruth)

The Michigan Manufacturers Association is warning that a proposal for mandatory paid sick leave could lead to stalled job growth in the state. On Tuesday, the group Michigan Time to Care turned in more than 380,000 signatures for a petition to create an "Earned Sick Time Act." Under the proposal, workers would be guaranteed one hour of sick time for every 30 hours worked.

But MMA spokesperson Mike Johnston says the mandate would make the state less competitive for new jobs. He says it would be the "most restrictive, most expensive and most complicated" paid-leave requirement in the country. "If [the mandate] increases the cost of employing people and increases the cost of the administrative burdens, it makes it much more difficult and more expensive to operate a Michigan location compared to companies in other states and, frankly, other nations," Johnston said.

Worker's Compensation

[\[MA\] Mother and Daughter Indicted for Workers' Compensation Fraud \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

The owner of a Fall River-based temporary employment agency and her daughter have been indicted on charges of workers' compensation insurance fraud in connection with failing to disclose to the agency's insurance company the true size of its payroll, Attorney General Maura Healey announced today. Rossy Noriega, formerly known as Francisca Noriega, age 52, of Providence, was the president and sole owner of New Diamond Work, Inc. Her daughter, Sindy Noriega, age 30, also of Providence, worked for New Diamond.

The Noriegas were indicted by a Statewide Grand Jury last week. Rossy Noriega was indicted on two counts of Workers' Compensation Fraud and one count of Larceny over \$250. Sindy Noriega was indicted on four counts of Workers' Compensation Fraud and one count of Larceny over \$250. The Noriegas will be arraigned on the charges in Bristol Superior Court at a later date. This investigation was referred to the Attorney General's Office by the state's Insurance Fraud Bureau (IFB). Investigators allege that between 2009 and 2014, New Diamond underreported in insurance company audits the number of employees it had and how much those employees were paid in order to dramatically reduce the insurance premium it would be charged for workers' compensation insurance. As a result, New Diamond evaded over \$106,000 in insurance premiums. New Diamond Work, Inc. dissolved in 2017.

[\[LA\] Louisiana Workers' Compensation Costs per Claim Higher Than Other States and Growing Faster Than Many, WCRI Study Finds \(Benzinga\)](#)

(5/31/2018 10:12 AM, Staff)

Workers' compensation total costs per claim in Louisiana were the highest in a recent study of 18 states conducted by the Workers Compensation Research Institute (WCRI). "Total costs per claim with more than seven days of lost time were higher in Louisiana than other study states and also growing faster than many states," said Ramona Tanabe, WCRI's executive vice president and counsel. The study, CompScope™ Benchmarks for Louisiana, 18th Edition, found the average total cost per workers' compensation claim in Louisiana rose 4–10 percent per year since 2012 at claim maturities from 12 to 48 months. Increases occurred in all three major cost components of a workers' compensation claim: medical payments, indemnity benefits, and benefit delivery expenses.

Growth in indemnity and medical costs both drove the increase in Louisiana's average total cost per workers' compensation claim from 2011 to 2014 for claims at 36 months of experience, accounting for fairly similar shares of the growth, at 40 percent and 37 percent, respectively. For the study, WCRI analyzed workers' compensation claims with experience through 2017 for injuries up to and including 2016, and, in some cases, a longer time frame was used to supply historical context.

[\[CA\] Co-owner of multistate cleaning company charged with comp fraud \(Business Insurance\)](#)

(5/31/2018 4:40 PM, Louise Esola)

The co-owner of a Riverside, California-based multistate janitorial company is facing charges of defrauding five insurers of \$2.7 million in a premium fraud scam, the Riverside County District Attorney's Office said Wednesday. Patricia Morales, 46, of Riverside, is charged with seven counts of workers compensation premium fraud as well as an aggravated white collar crime enhancement. She co-owned Mac & Mor Cleaning Services, which had business contracts and employees in nine states, according to a statement from the district attorney's office.

Ms. Morales was responsible for handling the workers compensation insurance policies for the company's more than 100 employees. She is charged with defrauding the five insurers of \$2.7 million during 2012-2017 by falsely underreporting the company's payroll. She also is accused of forging state payroll records to match what

she reported to insurers, according to the statement.

Employee Misclassification

[\[FL\] S1 Security Group Hit with Worker Misclassification Lawsuit \(ClassAction\)](#)

(5/30/2018 11:59 PM, Corrado Rizzi)

The plaintiff in a lawsuit filed against S1 Security Group Inc. and its owner claims the parties unlawfully misclassified employees as independent contractors and thus owe unpaid minimum and overtime wages. The lawsuit says the plaintiff worked for the defendants from August 2015 through May 2018, during which the man put in overtime hours in approximately 126 weeks. According to the complaint, the plaintiff should have been considered a Fair Labor Standards Act-protected employee in that he:

- Worked full time on a pre-set, regular schedule;
- Worked more than 56 hours per week for more than 132 weeks;
- Did not hold any other job during his time with S1 Security Group;
- Was under the defendants' absolute control during his work hours;
- Had no discretion to refuse work assignments;
- Was required to wear a uniform; and
- Performed his work entirely at the defendants' facilities.

Though the plaintiff worked as a security guard at different locations, he was required to report every day to the defendants' Miami offices, the lawsuit notes. The plaintiff reportedly worked a minimum of 56 hours per week without time-and-a-half overtime pay. The case rounds out by claiming the plaintiff complained about the supposed lack of overtime pay in late-March 2018 and was fired in early May for a "pretextual reason."

[\[CA\] San Francisco tells Uber, Lyft to prove their drivers are 'independent contractors' \(ThinkProgress\)](#)

(5/31/2018 11:14 AM, Luke Barnes)

The City Attorney of San Francisco, Dennis Herrera, issued a subpoena to Uber and Lyft on Tuesday to figure out whether or not they classify their drivers as employees or contractors. Ride-sharing companies like Uber have long argued that, because they function as an intermediary "technology company" connecting the passenger and the driver, they can classify their drivers as independent contractors — meaning they get to avoid giving them traditional employee benefits.

In April, the California Supreme Court unanimously ruled to limit businesses from classifying workers as "independent contractors," which limits their access to key worker protections like minimum wage, health care and rest breaks. "The risk that workers who should be treated as employees may be improperly classified as independent contractors is significant in light of the potentially substantial economic incentives that a business may have," the court ruled. "Such incentives include the unfair competitive advantage the business may obtain over competitors that properly classify similar workers as employees." Classifying drivers as contractors also means they are at the mercy of algorithms, which push fares (and drivers' earnings) down for passenger convenience.

[\[CA\] Silicon Valley's "Flexibility" Fetish \(New Republic\)](#)

(5/31/2018 6:00 AM, Julianne Tveten)

Last month, the California Supreme Court issued a ruling that would hinder businesses' ability to designate workers as independent contractors rather than employees. Long overdue in an increasingly precarious labor landscape, the decision would theoretically challenge the business models of companies—Uber, Lyft, Amazon, Postmates, and GrubHub, among others—known for their reliance on contracted drivers and deliverers.

The ruling stipulates, among other things, that an independent contractor must be "free from the control and

direction of the hirer.” Uber, for one, contends that its drivers already enjoyed that perk, and that furthermore this was of paramount importance to them. When asked by The Verge last week about the changes, CEO Dara Khosrowshahi insisted, “When I asked drivers what they like about Uber, then every single time their top answer is ‘I get to be my own boss. I get to use you when I want to. I can do whatever I want.’”

Wage Violations

[\[NY\] Vance Targets Wage Theft in Manhattan Construction \(Manhattan Express\)](#)

(5/31/2018 3:00 PM, Sydney Pereira)

Manhattan District Attorney Cyrus Vance, Jr., has announced charges against a Queens-based construction company for stealing \$1.7 million in wages and defrauding the state's insurance fund by millions of dollars. More than 500 construction workers who helped build some of the best known new high-rises in Manhattan — including the Steinway Tower at 111 W. 57th St. and American Copper Buildings at 626 First Ave. at E. 36th St. — were scammed out of millions in wages, according to the charges. “Plain and simple — it’s stealing,” James Rogers, deputy commissioner of the New York State Department of Labor, said at a press conference on May 16. “It’s stealing just like any other kind of stealing, and people that do it ought to face the consequences.”

Parkside Construction worked with Michigan-based payroll processing company Affinity Human Resources to alter timesheets so drastically that one construction worker lost more than \$50,000 in three years, according to the DA's charges. The construction company used face-recognition technology to track workers' hours, but allegedly lied on timesheets later submitted to Affinity. Workers were paid under “expense reimbursement” in some cases — rather than a typical paycheck — in order to evade taxes and unemployment insurance contributions, according to the charges. “These timesheets weren’t just a here and there kind of thing,” Vance said at the press conference. “This was the business model for these defendants... These alterations were purposeful, calculated, and consistent. And by doctoring their employees’ timesheets, the defendants were able to steal more than \$1.7 million from more than 500 workers — workers who are principally immigrants, often undocumented.”

Worker Safety

[Fatigue, Sleepiness Major Safety Risks in Ridesharing Industry, Sleep Experts Say \(WorkersCompensation\)](#)

(5/31/2018 10:02 AM, Staff)

Fatigue and sleepiness are inherent safety risks for ridesharing drivers and their passengers, the American Academy of Sleep Medicine declares in a position statement. Contributing factors include drivers' work schedules, which often take place in the evening or during off time from a primary job. Those nontraditional times are when sleepiness can peak, AASM states. “Such a schedule may lead to driving after extended periods of wakefulness or during nights, both of which are factors that increase the risk of drowsy driving accidents,” the organization’s board of directors wrote in the April 15 issue of the Journal of Clinical Sleep Medicine.

Drivers are independent contractors, AASM points out, and are not subject to screening for obstructive sleep apnea or other contributing medical issues. An April 16 AASM press release cites a 2014 AAA Foundation for Traffic Safety study that estimates 328,000 crashes a year involve a drowsy driver. Of those, about 6,400 are fatal and approximately 109,000 result in injuries. Reduce fatigue-related accidents is on the National Transportation Safety Board's list of 10 “Most Wanted” safety improvements for 2017-2018. The ridesharing industry says it has taken steps to address those issues. Since February, Uber has required drivers to go offline for six consecutive hours after 12 hours of driving. Lyft mandates the same break for every 14 hours of driving.

[\[SC\] 2 workers hurt in South Carolina construction collapse \(Durham Herald-Sun\)](#)

(5/31/2018 8:47 AM, Staff)

Two workers have been hurt in a store construction collapse in South Carolina. Mauldin Police Sgt. Benjamin Ford told news outlets that the collapse occurred around 4 p.m. Wednesday. Ford said the employees were taken to a hospital. Their names have not been released and there was no word on the extent of their injuries. Construction on the store had started April 23. Ford said it's unclear what caused the collapse. Deputy fire marshal Chris Camacho said officials are trying to determine the extent of the damage. It appears wooden beams fell to the ground and several interior walls buckled.

Trisect Construction President Bryan Clemmons said the company is gathering information to file a report to Occupational Safety and Health Administration officials.

[\[GA\] OSHA Construction Training Prepares Residents for the Workforce \(Valdosta Today\)](#)

(5/31/2018 6:00 AM, Desiree Carver)

The Georgia Department of Corrections recently partnered with Wiregrass Georgia Technical College (WGTC) to provide an Occupational Safety and Health Administration (OSHA) Construction Training program for 24 residents of Valdosta Transitional Center (TC) in Valdosta, Ga. The voluntary program is taught by WGTC instructors, and provides residents with the opportunity to earn OSHA cards. "Completing programming while incarcerated helps offenders become more employable when released," said Commissioner Gregory C. Dozier. "Earning an OSHA card will, no doubt, give these residents a head start on becoming productive citizens once returning to their communities."

The OSHA program allows students to earn their OSHA 10 and/or OSHA 30 cards in General Industry as well as Construction Safety and Health. The 10-hour training program is intended for entry-level workers and is focused on general hazard awareness. The 30-hour training program is for management level employees with the direct responsibility for safety of a location or the safety of other employees. Students must be screened by GDC staff and must meet the following requirements: eligible for release, have no disciplinary reports, ability to read and write, English as primary language, and must attend 100 percent of the class to earn credit.

[\[FL\] Large crane collapses on home \(WFOR-TV CBS 4 Miami\)](#)

(5/30/2018 11:01 PM, CBS Miami)

A massive task was at hand Wednesday night as crews worked to dismantle a crane that somehow toppled over and fell on two homes in Lauderhill causing minor injuries to two people.

"The crane was in the area working in conjunction with Florida Power & Light from our understanding replacing power poles in the backyards of houses. Therefore, it required really large cranes to reach over houses and get into the backyards with this," said Lauderhill Fire Dept. Lauderhill Fire Rescue says the crane lost stability for unknown reasons and ended up on its side, while the boom, the extension part of it, fell on the roofs of the two homes causing significant damage.

[Editorial note: View video at source link]

[\[WI\] Caterpillar Worker Dies in Wisconsin Plant \(Labor Press\)](#)

(6/1/2018 8:30 PM, Joe Levine)

A plant accident resulted in the death of a worker at Caterpillar's South Milwaukee plant. Sixty-year-old Steven Wade was hit in the head by a heavy metal plate resulting in his death. Mining machinery equipment is manufactured at this plant that has been reducing its workforce since 2010. With hundreds laid off, the facility only has about 100 employees.

There is general concern among workers that with staff reductions the plant has become a dangerous place. The company has consistently cut jobs which has put more pressure on employees affecting working conditions

at the facility. Occupational Safety and Health Administration, has fined CAT for safety violations at this location.

[\[MT\] OSHA fines Billings construction company after concrete beam fell on worker, killing him \(Billings Gazette\)](#)
(5/31/2018 9:00 PM, Sam Wilson)

A Billings construction company has been fined \$8,000 after a worker was killed when he was struck by a concrete beam that broke loose at a South Side construction site in January. The federal Occupational Safety and Health Administration issued two citations to Fisher Construction Inc. after investigating the fatal incident. The company was cited and fined \$8,148 for failing to conduct an adequate engineering survey prior to the start of demolition work on the former Labor Temple Hall at South 29th Street and First Avenue South. The fine was later reduced to \$5,700 after Fisher Construction corrected the problem, U.S. Department of Labor spokesman Jose Carnevali stated in an email.

The company also received a \$3,297 fine, later reduced to \$2,300, for not protecting employees from exposure to airborne silica dust while using drills and grinders. The report does not specifically refer to the death of David Shepard, a 39-year-old Fisher employee who died at the construction site Jan. 23 after he was injured by the concrete beam. OSHA's Billings Area Director, Art Hazen, said the citations arose from the agency's investigation of the fatality.

[\[HI\] Hawaii reports surge in serious work-related accidents \(Business Insurance\)](#)
(5/31/2018 11:21 AM, Louise Esola)

With fatalities, amputations, burns and other serious injuries on the list, the Hawaii State Department of Labor & Industrial Relations on Tuesday announced an alarming surge in workplace incidents over a 20-day period in May. Between May 2 and May 21, the state saw four fatalities and seven serious injuries that the Hawaii Occupational Safety & Health Division is investigating to "Help ensure that employers are providing a safe work environment to their employees and are complying with safety and health laws," according to a press release.

"This surge in serious industrial accidents is a harsh reminder for employers and workers to think about safety when taking any work actions," DLIR Director Leonard Hoshijo said in the press statement. "While there's no apparent connection between the accidents, all employers should examine conditions at their workplaces, safety policies, training and monitoring. Workers need to think safety, and avoid taking unsafe shortcuts to get a job done."

Veteran

[A Different Kind of Bootcamp: Founder of Code Platoon Shares How Coding Bootcamps Can Launch Veterans' Second Careers \(EdTech Times\)](#)

(5/31/2018 4:02 PM, Mariel Cariker)

Over the past decade or so, coding bootcamps have risen in popularity, seen as the ideal route to gain new skills for an in-demand career. Rod Levy founded Code Platoon to bring those skills to one group in particular: Veterans. "They thrive in this environment. When you think about the characteristics that veterans bring to the table, you think about teamwork, you think about grit, you think about determination. And that's exactly what we screen for."

Rod says Code Platoon focuses on career services, to help place veterans in the workforce with skills they can use right away. "We spend a fair amount of time talking about how you prepare your LinkedIn profile, how do you prepare your resume preparation, Levy says. "We do technical interviewing, we do non-technical interviewing, and we do personality interviewing.

[Editorial note: consult source link for audio]

[Unique new hiring initiative focuses on student vets \(Military Times\)](#)

(5/31/2018 1:00 PM, Natalie Gross)

More veterans who go to college after the military could find themselves with jobs waiting for them after they get their diplomas, thanks to a new program. The national nonprofit Student Veterans of America announced today that it is launching the Business and Industry Roundtable, a coalition of 23 large companies that are committed to hiring student veterans. "What (companies) have told us broadly is, 'We want access to veteran talent. Student veterans are a relatively untapped pool. One hundred thousand a year are graduating, and up until now, we haven't been paying attention to them as part of our student undergraduate recruiting or our veteran recruiting,'" said James Schmeling, executive vice president of SVA.

While SVA isn't setting any specific vet hiring goals that companies must reach, each of the roundtable participants must commit to engage with SVA chapters, mentor student vets and hire them. "This is really about the how-to and how does this fit into your existing commitments," Schmeling said. "If somebody has said, 'We're going to hire 10,000 veterans' – great. Let's make sure student veterans are a part of that."

[\[WI\] The Joseph Project raises vets' employment hopes \(Stars & Stripes\)](#)

(5/31/2018 5:25 PM, Katy Macek)

Two months ago, U.S. Army veteran Terry Treleven didn't have a home for about 1 1/2 years after going through a difficult divorce. On Thursday, he found himself doing mock interviews to prepare for getting back into the workforce at the Chippewa Falls Veterans Housing and Recovery Program, where he has been staying for a month.

Thanks to U.S. Sen. Ron Johnson's The Joseph Project, Treleven and five other veterans at the Chippewa Falls facility are getting that chance. The project is a faith-based initiative to connect people with jobs throughout the state, said Scott Bolstad, Wisconsin outreach director for Johnson's office. It is a weeklong class that teaches time and financial management, goal setting, spiritual fitness, conflict resolution and other topics. They aren't guaranteed a job, but whether or not they are hired, it could open future doors.

[\[TX\] USDA Partners with Texas A&M to Help Veterans Seeking Agriculture Loans and Careers \(Gilmer Mirror\)](#)

(5/31/2018 4:07 PM, Staff)

(Dallas, TX, May 31, 2018) – U.S. Secretary of Agriculture Sonny Perdue today announced a partnership between the U.S. Department of Agriculture (USDA) and Texas A&M's AgriLife Extension Service to help military veterans obtain loans and pursue careers as farmers and ranchers. Secretary Perdue joined local dignitaries, members of the Armed Forces, veterans, and community leaders at the Dallas Farmers Market to unveil the new pilot program.

USDA's Farm Service Agency (FSA) is collaborating with AgriLife Extension Service on the pilot, which is part of the Texas A&M Battleground to Breaking Ground project. The program makes it easier for veterans to meet federal requirements to get FSA direct farm ownership loans, which can help provide access to land and capital. "Veterans retiring from active duty face many challenges, and this effort provides them with hands-on training and financial planning to help them succeed as new farmers and ranchers," said Secretary Perdue, who is a veteran of the U.S. Air Force. "Through this pilot, veterans will learn how to build an agricultural business and how USDA can help them at every step of the way. We are committed to supporting veterans, whether they are starting or growing their farming or ranching operations. This is an important step in our efforts to strengthen the American economy and support our American heroes."

Union

[It's time to acknowledge that strikes work \(Washington Post\)](#)

(5/31/2018 1:20 PM, Alex Press)

At last month's Labor Notes conference, a biannual meeting of labor activists held in Chicago, everyone wanted to hear from a particular group of workers: teachers. Educators from Arizona, Colorado, Kentucky, and West Virginia, Puerto Rico, Brazil, and the United Kingdom gathered to share lessons they'd learned from this year's strikes. In doing so, they further kindled the spark lit during the West Virginia teachers' strike. If West Virginia teachers — some of the most poorly paid educators in one of the country's poorest states — could win a 5 percent raise for all public employees, maybe working people needed to rethink the realm of what's possible. With Arizona teachers winning a 20 percent raise in May (a significant, though partial victory — as The Washington Post reported, the strike ended before winning the increases to state funding for public education demanded by many teachers), it's time to reiterate what many in the labor movement have long argued: strikes work.

It's easy to forget that fact as you survey our present political landscape. Much has been written about the frustration with the Democratic and Republican parties in the wake of Donald Trump's election and the bitterly contested 2016 primary. Clearly, many feel they've been cast out of the political mainstream. In response, millions have turned to the politics of street protest, as was powerfully displayed during the past two years of women's marches. But those strategies may not be enough to force the change we so desperately need. However, if coupled with increased workplace action, they just might get us there.

[Largest federal employee union sues Trump over rollback of union protections \(Washington Post\)](#)

(5/31/2018 1:07 PM, Lisa Rein)

The largest union representing federal workers on Thursday took the Trump administration to court to block a new executive order that severely restricts the time employees may spend on union activity, claiming the president's action violates the First Amendment and oversteps the president's constitutional authority. "This president seems to think he is above the law, and we are not going to stand by while he tries to shred workers' rights," said the American Federation of Government Employees national president J. David Cox Sr., in a statement that announced the lawsuit, filed in U.S. District Court for the District. "This is a democracy, not a dictatorship," Cox said. "No president should be able to undo a law he doesn't like through administrative fiat."

The restriction on what is known as "official time" — which will ultimately have to be bargained through collective bargaining contracts at federal agencies — was one of three orders the president signed late Friday before the Memorial Day weekend to roll back long-held civil service protections for federal employees. Under official time, federal employees who also are union officials can spend on-duty time representing employees who have filed grievances claiming unfair labor practices by management or who are appealing disciplinary action against them.

[Federal employees sue Trump over executive order restricting union activity \(The Hill\)](#)

(5/31/2018 5:01 PM, Jacqueline Thomsen)

The largest federal employee union is suing President Trump over his new executive order restricting the amount of time federal employees on the job can spend on union activity. The American Federation of Government Employees alleges in the lawsuit, filed in U.S. District Court for the District of Columbia on Wednesday, that Trump's order violates the First Amendment and is an overreach of Trump's authority laid out in the Constitution. The order was among three signed by Trump last week aimed at cutting down the time it takes to fire federal employees.

The AFGE is challenging one of the orders, which restricts so-called "Official time," or the time that federal staffers who are also union officials can spend at work representing employees who filed claims of unfair labor practices or appealing discipline taken against them. AFGE argues in the lawsuit that the order is retaliatory against union representatives. The group also claims that limiting employees' official time to 25 percent of their

working hours is an illegal change to the Civil Service Report Act.

[Trump administration sued after trying to gut federal workers' union rights \(ThinkProgress\)](#)

(5/31/2018 5:56 PM, Danielle McLean)

The Trump administration is being sued by the largest union representing federal workers, which claims a new executive order that restricts union representation during work hours is unlawful and violates the First Amendment rights of its members. The executive order was among three that Trump issued last Friday that rolled back union protections and the latest anti-union measures imposed by the administration. The lawsuit was filed by the American Federation of Government Employees at U.S. District Court in Washington D.C. on Wednesday. Among a number of limitations, the "Official Time" executive order bars union representatives from spending more than 25 percent of their work hours providing representation for employees and, in the aggregate, no more than one hour per employee in their bargaining unit per year, Borer said.

In its lawsuit, the union argues the executive order violates the First Amendment because it does not provide valid justification for the regulations and singles out labor organizations and their representatives for "disparate, negative treatment as compared to individuals." Because of this, it "restrains and retaliates" against the union and its employee representatives for exercising their rights to expressive association. It also violates the Separation of Powers in the Constitution because it attempts to give agencies unilateral authority to determine whether a particular amount of official time is reasonable, necessary, and in the public interest, according to the suit.

[Trump Moves to Curb Federal Employee Labor Protections \(American Prospect\)](#)

(5/30/2018 4:00 PM, Kalena Thomhave)

If an administration wanted to destroy the power of labor unions, it might first attack unions that are subject to executive orders. President Trump headed in that direction late last Friday, when he signed three executive orders that place new restrictions on federal employee labor unions. The orders, which affect more than two million federal employees, limit employees' use of "official time" (the amount of time a federal employee can use to work on union matters while on the clock) to 25 percent of the work day; revamp the collective bargaining process, and make it easier for managers to fire employees.

House Republicans want to cut back on "official time," which they describe as "union time on the people's dime" (and was actually the title Republicans used for last week's House Oversight and Government Reform Subcommittee on Government Operations' hearing on the topic). But federal union representatives use official time to address specific workplace problems, as decades-old legislation makes clear. Contrary to what Republicans contend, that time is not used to recruit new members, hold union meetings, or conduct political activities—it's used to resolve conflicts and grievances and improve the functioning and safety of the workplace, for union members and non-members alike.

[Why the Teacher Strikes Matter So Much \(Daily Kos\)](#)

(5/31/2018 2:23 PM, E. Clift)

Recently, in a piece about mentors, I wrote about a teacher I had in middle school who helped me through a rough time just by being present and listening. I visited her every day after classes because she made me feel noticed when my classmates didn't. Her calming presence helped me know that I mattered. That kind of validation can be deeply important when you are thirteen years old.

When I was in high school I had several teachers I will never forget. Miss Davenport was one of them. Every day she wrote a word on the blackboard, charging us with learning its definition and using it in a sentence. They were delicious words, like ubiquitous, serendipity, obsequious, superfluous, sartorial, inchoate. They sounded like music to me, and they were, I'm sure, the foundation for my love of language. Mr. Jones was a stickler for good writing and "Doc" Castle made Latin seem fun. Another teacher whose name I can't recall helped us grasp

geometry and algebra such that we felt competent in math.

[\[PA\] As construction booms, merger grows carpenters union clout in Pittsburgh \(Pittsburgh Post-Gazette\)](#)
(5/30/2018 6:58 PM, Daniel Moore)

Over the years, the carpenters' union headquartered near Pittsburgh grew into a regional council whose name evokes the wide geography: the Keystone Mountain Lakes Regional Council of Carpenters. On Wednesday, the council got a lot bigger. National union leaders announced it will dissolve the Northeast Regional Council of Carpenters and merge its 40,000 members into the Keystone Mountain Lakes council and the New England Council of Carpenters.

The merger comes as unions across the spectrum look to combine resources and keep pace with employers sitting across the negotiating table. More unusual, the carpenters' union merger was also driven by the need to keep up with the booming construction industry nationwide and to appease construction contractors who employ them on major projects. "It was a question of where the contractor associations were heading," said Tricia Mueller, a spokeswoman for the United Brotherhood of Carpenters and Joiners of America, the Washington, D.C.-based union that oversees the regional councils and announced Wednesday's merger.

[\[PA\] Striking nurses picket Wilkes-Barre General \(Wilkes-Barre Citizens' Voice\)](#)
(5/31/2018 10:44 AM, Denise Allabaugh)

Registered nurses at Wilkes-Barre General Hospital hit the picket line this morning, citing "chronic and severe understaffing" as the primary reason they are on strike. About 440 nurses at the hospital are represented by the Pennsylvania Association of Staff Nurses and Allied Professionals union. A hospital spokeswoman said "highly qualified, experienced" temporary replacement nurses are staffing the hospital during the strike. The striking nurses say they can't provide proper care as a result of the "unsafe" staffing levels. "We're walking today for our patients," said Ashley Weale, registered nurse and the local union vice president. "We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most. It's unacceptable to us as nurses that our patients face delays in care because the hospital is understaffed. Staffing needs to focus on meeting the needs of patients, not simply increasing profits."

The union estimated that the hospital is short-staffed by about 107 full-time nurses. In the emergency room alone, PASNAP counted more than 900 unfilled shift vacancies during a six-week period this year. The Pennsylvania Department of Labor and Industry recently cited Community Health Systems, the for-profit Tennessee-based company that owns the hospital, for using illegal mandatory overtime to fill staffing holes and ensure coverage.

[\[PA\] Nurses strike for patients; WB Gen owner locks them out until Tuesday \(Wilkes-Barre Times Leader\)](#)
(5/31/2018 8:38 PM, Bill O'Boyle)

Carrying signs and chanting words of support, Wilkes-Barre General Hospital nurses Thursday said they were holding their one-day strike for their patients. The union representing the nurses said later Thursday that hospital owner Community Health Systems will lock out the local nurses until Tuesday, June 5, and use temporary staffers instead. "We're walking today for our patients. We believe that our patients deserve to have a nurse at their bedside when they're at their most vulnerable and need us most," said Ashley Weale, RN, the local union vice president.

Some 440 nurses at Wilkes-Barre General began their strike at 7 a.m., saying they can't provide proper care due to chronic understaffing. They have been working under an expired contract since Jan. 31 while trying to resolve several issues. The union has estimated the hospital is short-staffed by approximately 107 full-time nurses. Although the one day strike was to end Thursday, the union announced to media that there would be a lockout.

[\[VA\] Workers with Disabilities at Army National Guard Center Go On Strike, Demand Ability to Unionize \(ARL Now\)](#)

(5/30/2018 3:45 PM, Alex Koma)

A group of workers with disabilities at the Army National Guard Readiness Center on S. George Mason Drive has gone on strike, pushing for the right to unionize and a reduction in healthcare costs. A dozen employees with Didlake, a Manassas nonprofit that contracts with the National Guard to provide maintenance and custodial services at the center, walked off the job on this past Friday. They've been hoping for more than a year now to organize with the help of the Laborers' International Union of North America, commonly known as LiUNA, but Didlake has repeatedly refused to recognize their efforts and negotiate with the workers.

The employees and union organizers claim that their Didlake supervisors have treated them poorly and done nothing to tamp down skyrocketing healthcare costs, a particularly troublesome development for workers who need to visit the doctor frequently to manage chronic health conditions. Didlake's attorneys argue that the nonprofit only employs these workers through a federal program designed to help disabled people find work and therefore they don't have the same ability to unionize as other employees. The dispute has found its way to the National Labor Relations Board, but Didlake employees at the site said they decided to go on strike to force more attention to the issue.

[\[SC\] Workers to Vote on 'Micro Union' at Boeing South Carolina Plant \(New York Times\)](#)

(5/31/2018 7:03 AM, Harriet McLeod – Reuters)

A small group of workers at Boeing Co's South Carolina jetliner factory is voting on Thursday on whether to form a "Micro union," despite efforts by Boeing to challenge the election. The National Labor Relations Board said last week that 178 Boeing flight-line readiness technicians and technician inspectors could lawfully take a vote on whether to join the International Association of Machinists and Aerospace Workers, and set the election for Thursday. In a motion filed last week to the labor regulators, Boeing called the proposed bargaining unit "An artificially gerrymandered sub-set of employees." Boeing asked them either to stay the election or impound the ballots pending a decision on whether the small bargaining unit is lawful.

On Wednesday, the NLRB denied Boeing's request, according to a copy of the board's order sent to union organizers. Boeing did not immediately respond to a request for comment. The go-ahead for the vote came five months after the labor board in another case made it easier for companies to challenge micro unions, reversing an Obama-era decision that had been sharply criticized by companies. Forming smaller bargaining units can be a key organizing strategy for unions, particularly when they lack support from a majority of an employer's workforce. Business groups say that smaller bargaining units fracture workplaces.

[\[SC\] Boeing South Carolina workers face union membership vote \(Fox Business\)](#)

(5/31/2018 12:19 PM, Brittany De Lea)

A small group of workers at Boeing's South Carolina plant will vote on whether to join the International Association of Machinists and Aerospace Workers (IAM) union on Thursday. The IAM is looking to unionize about 180 flight-line workers at the North Charleston campus into a "micro unit," potentially separating the group from the rest of the thousands of employees at the facility.

Boeing, worried that parsing out different rules for a subset of employees might hamper efficiency, failed last week when it asked labor regulators to delay the vote until it could appeal the decision that allowed it to go forward. Thursday's vote marks the third time the IAM has tried to organize Boeing workers in South Carolina. The group already represents more than 35,000 Boeing employees.

[\[SC\] Boeing's flight line workers in North Charleston vote for union, giving organized labor a boost in South \(Charleston Post & Courier\)](#)

(5/31/2018 4:30 PM, David Wren)

Anti-union ads, social media campaigns and a mea culpa from Boeing Co. executive Kevin McAllister weren't enough to sway flight line employees at the aerospace giant's North Charleston campus Thursday, as they voted for union representation in a big win for organized labor in the South. Of the 169 flight line workers who cast ballots, 104 - or 61.5 percent - voted in favor of having the International Association of Machinists union represent them in collective bargaining.

While the number is small compared to Boeing's workforce of 6,749 in the Charleston region, the vote is seen as a major victory for organized labor in South Carolina, which has the nation's smallest number - 2.6 percent - of workers who belong to a union.

[\[SC\] Boeing S.C. flight line workers vote to unionize \(Charleston Business Journal\)](#)

(5/31/2018 8:54 PM, Liz Segrist)

The flight readiness technicians and inspectors at Boeing South Carolina voted in favor of unionization today. With a vote of 104 to 65 in favor, the group of 176 flight line workers in North Charleston will be unionized, according to the International Association of Machinists and Aerospace Workers. South Carolina is a right-to-work state, meaning employees in a unionized group are represented whether they choose to pay dues or not.

The rest of the roughly 7,000 Boeing S.C. workers will not be unionized. Boeing has said unionization is not in the best interest of its employees, while the union promises better benefits. The union filed for the election in March, hoping to unionize the flight line workers that prepare the 787 Dreamliners for customer delivery. The IAM said workers approached the union with serious concerns about management decisions regarding overtime, bonuses and work rules. The National Labor Relations Board approved the election earlier this month. Boeing fought to appeal the election and unionization. Boeing said it will now appeal the results of the election.

[\[SC\] Boeing SC flight line workers vote to unionize, company says its 'disappointed' \(WCIV-TV ABC 4 Charleston\)](#)

(5/31/2018 5:34 PM, Jenny Peterson)

About 170 flight line technicians at Boeing's North Charleston, South Carolina plant voted Thursday to unionize and join the International Association of Machinists & Aerospace Workers, the labor union announced today. The vote was 104 in favor and 62 against, according to Delane Adams, spokesman for the IAM. The vote was open to flight readiness technicians and flight readiness technician inspectors.

The vote for labor union representation was a departure from the resounding opposition to unionizing among Boeing South Carolina employees in 2017-approximately 74 percent of the 2,828 employees who voted cast a "no" ballot in IAM's second bid to unionize. In March, the company called the petition "micro-unit organizing," and said it would file a legal challenge.

[\[SC\] Boeing South Carolina Workers Vote to Unionize in Rare Labor Win \(Bloomberg\)](#)

(5/31/2018 7:13 PM, Julie Johnsson & Jaclyn Diaz)

Boeing Co. technicians voted to form the first collective bargaining unit at the planemaker's factory in South Carolina, scoring a rare victory for organized labor in a state traditionally hostile to unions. The "micro-unit" will represent fewer than 180 flight-line workers, a small subset of the 7,000 or so workers who build Boeing 787 Dreamliners in North Charleston. The result gives the International Association of Machinists and Aerospace Workers a foothold in a so-called right-to-work state. The world's largest planemaker vowed to challenge the election by the small worker group, saying it violated U.S. labor law.

The union victory marked a turnabout in a long struggle between management and the Machinists, with the South Carolina plant the latest battleground. An attempt to organize the factory last year was rejected by 74 percent of workers, while a 2015 campaign fizzled amid an anti-union barrage led by then-Governor Nikki Haley.

In the Thursday vote, 104 employees voted in favor of the union while 65 voted against, according to an email from the National Labor Relations Board. Boeing has already asked the labor panel to review whether the group of workers, which the company has called "artificially gerrymandered," should have been expanded to include additional employees at the North Charleston campus.

[\[SC\] Flightline workers at North Charleston Boeing campus vote to unionize \(WCSC-TV CBS 5 Charleston\)](#)
(5/31/2018 11:09 PM, Staff)

A team of Boeing flightline readiness technicians and inspectors have voted to unionize at Boeing's North Charleston campus. The vote was 104 to 65 to join the International Association of Machinists and Aerospace workers. The vote was well above the required 51% needed to pass. This only affects the 178 flightline workers at the North Charleston campus where there are a total of 7,000 workers. Boeing had launched a hardline public relations campaign against the vote via social media and advertisements.

The historic votes cast by the 176 Flight Readiness Technicians are not a collective vote against Boeing; it was a vote for the return of American prosperity. Unions are the best mechanism for protecting the interest of working men and women. I hope the company will accept the results and join us in a dialogue about the future of American industry and the American worker.

[Editorial note: View video at source link]

[\[OH\] More than 300 AT&T workers in Dayton go on strike \(WDTN-TV 2 Dayton\)](#)
(5/31/2018 3:35 PM, Jordan Bowen)

More than 300 AT&T workers in the Dayton area officially went on strike at around 10:30 a.m. Thursday following a vote by union members. The 330 workers on strike are part of the Communication Workers of America (CWA) Local 4322.

According to mobilization chair Jeff Mitchell, workers are on an 'unfair labor practice strike'. The workers on strike are made up of repair workers, construction workers, installers, engineers and call center employees.

[\[MI\] Union, trade association say road work to continue in Michigan despite plans to sever ties \(Crain's Detroit Business\)](#)
(5/31/2018 12:26 PM, Kurt Nagl)

Road work in Michigan will go on despite an imminent split between a 14,000-member union of road workers and the trade association with which it has contracted for more than 50 years. That's the message from Operating Engineers Local 324, which plans to cut ties with the Michigan Infrastructure and Transportation Association when their contract expires Friday.

"We are not negotiating with," said Dan McKernan, communications director for the union. "At this point, we do not have any work stoppage planned." Okemos-based MITA represents 530 construction companies across the state, 128 of which have union representation for employees.

[\[MI\] AT&T 'very prepared' to keep serving customers as union workers walk off job \(WEYI-TV NBC 25 Flint\)](#)
(5/31/2018 3:17 PM, Madeline Ciak)

AT&T union members across the Midwest-and right here in mid-Michigan-walked off the job Thursday afternoon. This comes after members of the Communication Workers of America were not able to reach an agreement with AT&T. The union cites "Unfair labor practices" as their reason for the strike.

AT&T corporate spokesman Marty Richter released a statement about the strike. "A walkout is in nobody's best interest, and it's unfortunate that the union chose to do that. We're very prepared to continue serving customers. We're a customer service company and we plan for all contingencies, whether related to weather, natural

disasters, or even work stoppages."

[\[WI\] AT&T workers to strike in Milwaukee \(WTMJ-AM 620 Milwaukee\)](#)

(5/31/2018 1:13 PM, WTMJ)

Some of AT&T's workers in Milwaukee are joining in a strike across five states of the Midwest, according to the president of a union of workers who do many different roles serving their customers across many platforms. "Enough is enough," George Walls, President of CWA Local 4603 in Milwaukee, tells WTMJ's Mike Spaulding Thursday about the strike which Walls says is about getting "the company back to the bargaining table to address the union's key issues." The strike was scheduled to start at noon Thursday.

Walls says his union, with 1,200 workers under labor agreement in Milwaukee, includes "outside technicians that do installation and repair work for telephone service, internet service, that install and repair Direct TV, that do the same thing for business repair in installation work, people who work in engineering and construction, people who work in the call center here in Milwaukee."

[\[IL\] WIU faculty and staff approve tentative employment agreement \(WGEM-TV NBC Quincy\)](#)

(5/31/2018 11:05 AM, Jim Roberts)

Western Illinois University's faculty and staff have ratified a tentative employment agreement according to Jim La Prad of the University Professionals of Illinois (UPI) union. Prad stated the agreement was approved by UPI by a vote of 75% Yes to 25% No. WIU's Board of Trustees is scheduled to meet Friday to consider the contract. UPI is committed to working with the administration to ensure fair implementation of the new contract, Prad stated.

[\[MO\] 'Right to work' firestorm smolders in Missouri — Here's what you need to know \(WDAF-TV Fox 4 Kansas City\)](#)

(5/31/2018 11:26 PM, Shannon O'Brien)

It's caused a firestorm in other states, and now Missouri is bracing for the impact of the "Right-to-work" debate. In the August primary election, voters will decide whether or not Missouri becomes the 28th right-to-work state, which would give employees the chance to decide whether or not they want to belong to a union.

Ryan Johnson who represents United For Missouri believes workers should be able to decide for themselves how to best spend their money. He said right to work was born to prevent people from being excluded from employment if they do not want to join a union. Right to work in Missouri only applies to private unions, not public ones such as teachers' unions and law enforcement unions. The right-to-work vote is expected to come down to a slim margin.

[\[NM\] Fourth New Mexico county goes right-to-work \(Washington Examiner\)](#)

(6/1/2018 12:00 AM, Olivia Grady)

The U.S. Census Bureau estimates a poverty rate of almost 20 percent for the state. New Mexico's unemployment rate is also high at 5.4 percent, compared to the national average of 3.9 percent. Further, the American Legislative Exchange Council's 2018 report, "Rich States Poor States," ranks New Mexico 35th in economic outlook and 45th in economic performance.

Some county commissioners have responded to this by focusing on economic development opportunities, such as right-to-work for the private sector. On May 21, 2018, Chaves County Commissioners in New Mexico voted 5-0 to pass a right-to-work ordinance, barring employers from making the payment of dues or fees to a labor union a condition of employment. Chaves County is actually the fourth New Mexico County to become right to work.

[\[NV\] 50,000 Las Vegas workers set to strike, demand protection from robots \(KPLC-TV NBC 7 Lake Charles\)](#)

(5/31/2018 2:37 PM, Dyllan Furness)

They say what happens in Vegas stays in Vegas, but a strike planned by hospitality workers across Sin City could plunge its bright lights and late nights into functional darkness, and inspire similar demonstrations across the nation. Among the demands of the 50,000 members of the Culinary Workers Union are higher wages, better job security, and protections against automation.

The workers, whose contracts are up on June 1, are employed by more than 30 of the city's renowned resorts. "We know that many hospitality jobs are slated to be automated in the next coming years, so we want to make sure that we're innovative and thinking about how we can protect workers and their jobs," Bethany Khan, director of communications at the Culinary Workers Union, told Digital Trends.

[\[NV\] Possibility of Las Vegas casino workers' strike draws closer \(Central Utah Daily Herald\)](#)

(5/31/2018 1:53 PM, Regina Garcia Cano - Associated Press)

The two largest resort operators in Las Vegas would lose more than \$10 million a day combined if housekeepers, cooks and others go on strike, a possibility starting Friday, the union representing thousands of casino workers said.

The Culinary Union detailed how it thinks a one-month strike would impact MGM Resorts International and Caesars Entertainment, which operate more than half the properties that would be affected if 50,000 workers walk off the job. Workers last week voted to authorize a strike as disputes over workplace training, wages and other issues have kept the union and casino operators from agreeing on new contracts.

The union conceded that it is difficult to estimate how the strike at more than 30 casino-hotels would affect Las Vegas overall because the last citywide strike took place in 1984, when the city had 90,000 fewer hotel rooms and only about 12.8 million annual visitors. Last year, more than 42.2 million people visited.

[\[NV\] Unions, casinos continue negotiations hours before deadline \(Las Vegas Review-Journal\)](#)

(5/31/2018 6:53 PM, Todd Prince and Richard N. Velotta)

Negotiations between Las Vegas hospitality unions and casino operators continued into the night Thursday with little expectation that a deal would be reached by a midnight deadline, but also little chance of an imminent strike. The unions plan to open a strike headquarters Friday after contracts for 50,000 employees expire at midnight Thursday. It would be the latest move by the labor groups to ratchet up pressure on Strip and downtown casino operators amid months-long talks over a new five-year contract.

The unions earlier this month called the first citywide strike vote in 16 years. The headquarters does not imply the unions plan a strike. Union leaders continued their talks Thursday with Caesars Entertainment Corp., the second-largest Las Vegas casino operator by employment. The casino operators have repeatedly said over the past two weeks that they expect to reach an agreement with the unions and avoid a strike that could leave guests struggling to get clean sheets and order food. Culinary Local 226 and Bartenders Local 165 are seeking an average annual increase of 4 percent over the next five years in workers' wages and benefits.

[\[CA\] The Riverside Sheriffs' Association has given over \\$1 million this election cycle. But does the public know why? \(Palm Springs Desert Sun\)](#)

(5/31/2018 4:13 PM, Samuel Metz)

The Riverside Sheriffs' Association, the union representing the department's deputies, has contributed around \$1 million to statewide causes and local political candidates seeking office in this election cycle, solidifying the group's unparalleled clout on the local political scene. The largest chunk of their political contributions - a staggering \$610,000 - has gone to Chad Bianco, a Sheriff's Department Lieutenant challenging Stan Sniff, the reigning Sheriff who has held the position since 2007 and frequently crossed swords with RSA over budget issues and departmental policy. For those reasons, the union has taken an active interest in other county and

statewide races.

Unlike most unions, which tend to lean Democratic, law enforcement associations - and, in turn, the candidates and causes they support each election - often champion conservative causes, putting them at odds with left-leaning organizations and social movements, like the ACLU and Black Lives Matter. Although campaign finance has become a heavily publicized concern in both state and national politics, the contributions given to politicians running in county races elude parallel scrutiny. Negotiations between Riverside County's Board of Supervisors and the labor unions representing the county's workers are consistently tense, particularly as the county's \$3 billion unfunded pension liability looms.

Disability

[How Can Business Leaders Support Disabled Workers? \(Talent Economy\)](#)

(5/30/2018 6:00 PM, Lauren Dixon)

"Tourette [syndrome] started to really impact my work about six years ago," said Patrick O'Leary, developer relations engineer with tech firm Havok, which is owned by Microsoft in Redmond, Washington. While Tourette syndrome tends to be diagnosed in children and go away by adulthood, O'Leary faced a different challenge. As an adolescent and teen, he could control or suppress his symptoms around people, but stress on the job at Microsoft exacerbated his motor and vocal tics. "I went from really being able to pass for relatively normal, to some days my body is shaking back and forth severely, making it hard to walk," O'Leary said. And although it only impacts about 10 percent of people with Tourette's, he also developed the stereotypical tic of profanity. "That definitely in many ways has caused a lot of unfortunate misunderstandings in and out of work."

During a crunch period of video game development that involved long hours and stress, O'Leary had a frustrating conversation with a colleague. "I felt a strong urge to tic come on, so I went into my office, I closed the door, and I just released a string of expletives because I couldn't help it because I have Tourette syndrome," he said. The next week, his manager wanted to talk about O'Leary's unprofessional behavior. That was the first real negative incident he experienced, and it certainly was not the last, he said. However, O'Leary went to human resources and asked for accommodations. One major condition that tends to appear alongside Tourette's is attention deficit hyperactivity disorder, known as ADHD, which made it difficult for him to keep on top of tasks in the fast-paced environment. This meant he needed a quieter workspace with fewer distractions. HR also provided him with a coach to help find strategies to help him focus at work. "[Microsoft has] been extremely supportive in ways that I feel many other employers wouldn't," he said.

[\[IN\] St. Vincent settles disability-discrimination lawsuit from EEOC \(Indianapolis Business Journal\)](#)

(5/31/2018 8:00 AM, Staff Report)

St. Vincent Health has agreed to pay \$15,000 to a former employee and increase worker training to settle a lawsuit brought by the Equal Employment Opportunity Commission in September, the EEOC announced Wednesday. The EEOC's suit accused St. Vincent of refusing to accommodate a worker who had lifting restrictions due to a disability, then firing her in violation of the Americans with Disabilities Act. The federal agency filed the case in U.S. District Court in Indianapolis on behalf of employee Latoya Moore, who had worked as a patient care administrative technician at the Indianapolis hospital since 2008.

According to the EEOC, when St. Vincent learned of Moore's lifting restrictions, the hospital required her to take leave at reduced pay instead of transferring her to a vacant position she was qualified for and could perform. The hospital later fired her. The EEOC filed suit under the ADA, which prohibits employers from discriminating against any individual because of disabilities.

Law & Compliance

[Sexual harassment lawsuit against long-haul trucking company in the age of #MeToo \(ABC News\)](#)

(5/31/2018 5:09 PM, Halley Freger)

"Jane" thought driving a truck would be her ticket into the middle class. She decided she was ready for a change, so she took a job as a driver at CRST, Expedited Inc., one of the largest team trucking companies in the country with more than 3,500 drivers and average revenues of \$1.5 billion per year, where she would receive a bigger salary, full benefits and paid vacations.

According to the Bureau of Labor Statistics, only 6 percent of the nation's 3.5 million truck drivers are women, and CRST drivers work in teams, meaning there are two drivers in each cab with bunk beds to sleep in. Teams can cover more ground in a shorter period of time - 1,100 miles in 24 hours - because the drivers take turns driving the truck, reducing the number of stops and breaks. In June 2017, Jane said she had to fend off unwanted sexual advances from another driver who entered her truck while she was parked at the CRST terminal in Riverside, Calif. She filed a report with CRST human resources and received a follow-up letter from an employee relations representative. According to the letter, CRST "conducted an investigation" and took "appropriate action." Jane said she does not know if the other driver was disciplined.

[The Supreme Court Tried to End #MeToo. Here's How We're Fighting Back. \(Fortune\)](#)

(5/31/2018 11:06 AM, Gretchen Carlson)

Last week, the #MeToo movement got a wakeup call from the U.S. Supreme Court's ruling in Epic Systems Corp v. Lewis. The ruling allows companies to make forced arbitration a condition of employment, and prohibits workers from taking collective legal action against employers. It's bad news for the 60 million Americans subject to forced arbitration, and even worse for the one in three women victimized by workplace sexual harassment. But let me be clear: This is not the end of #MeToo or the empowerment revolution kicked off by my 2016 settlement with Roger Ailes. As I've said for many months, the first step is telling the truth—the next step is changing the system. Now our movement must shift course and focus relentlessly on one thing: fixing the law.

Forced arbitration is a sexual harasser's best friend: It keeps proceedings secret, findings sealed, and victims silent. But its impact goes much further. Of the thousands of women I spoke to while writing *Be Fierce*, the vast majority who complained about harassment never worked in their chosen careers again. Blacklisting is common post-arbitration, because the facts don't come out in trial, victims are silenced, and predators often keep their jobs. Guess who controls the narrative in that scenario? With the offended party out of the picture, workplaces become—in actor Asia Argento's haunting words—a "hunting ground."

[These Senators Want The Government To Collect Data On Sexual Harassment In The Workforce \(BuzzFeed\)](#)

(5/31/2018 8:27 AM, Lam Thuy Vo)

Sens. Kirsten Gillibrand, Patty Murray, Diane Feinstein, and Elizabeth Warren sent a letter on Tuesday to the Comptroller General of the US Government Accountability Office (GAO). In January, the same four senators alongside 18 others wrote a letter to Labor Department officials, demanding more and better data concerning sexual harassment after reading a BuzzFeed News article examining the prevalence of sexual misconduct in different industries. The article had featured previously unpublished data of sexual harassment charges filed with the US Equal Employment Opportunity Commission, which is available for download.

The Bureau of Labor Statistics responded to the senators in April, saying it would be too hard to compile the data. The agencies wrote that "collecting this information would be complex and costly" and that employers may have "difficulty providing the data ... as such information may not always be reported by victims and the release of such information may be subject to privacy or other restrictions."

[U.S Department of Labor provides tools to ensure American workers are protected and employers are equipped to comply with wage laws \(HudsonValley360\)](#)

(5/31/2018 11:33 AM, Staff Report)

The U.S. Department of Labor's Wage and Hour Division has developed a series of helpful instructional videos that provide valuable assistance to employers and further ensure compliance with the Fair Labor Standards Act (FLSA) to the benefit of the American workforce. As part of the Wage and Hour Division's ongoing commitment to protect working Americans, the Division will help employers understand their legal obligations under the FLSA by launching a new series of brief, plain-language videos that explain employer responsibilities under the FLSA. The videos eliminate legalese and provide a valuable resource for employers who simply want to understand what the law requires.

The Division consulted with a variety of stakeholders during the production of the FLSA tutorials, and much of their feedback was incorporated to ensure the videos are user-friendly, straightforward, and in a language and format that is engaging and easy to understand. "To help employees receive their compensation and help employers comply with the law, we are modernizing the tools we offer to help them along the path," said Acting Wage and Hour Division Administrator Bryan Jarrett.

[Facebook, Amazon, and hundreds of companies post targeted job ads that screen out older workers \(Vox\)](#)

(5/31/2018 8:50 AM, Alexia Fernández Campbell)

Older workers are accusing Facebook, Ikea, and hundreds of other companies for discriminating against job seekers in their 50s and 60s through targeted job ads posted on Facebook. The Communications Workers of America, a labor union representing 700,000 media workers across the country, added the companies to a class-action lawsuit on Tuesday, which was filed in California federal court in December. In its original complaint, the labor union accused Amazon, T-Mobile, and Cox Media Group of doing the same thing.

The case, Bradley v. T-Mobile, has major implications for US employers, who routinely buy job ads on Facebook to reach users. The plaintiffs argue that Amazon, T-Mobile, Ikea, Facebook, and hundreds of other companies target the ads so they are only seen by younger Facebook users. The lawsuit revolves around Facebook's unique business model, which lets advertiser's micro-target the network's users based on their interests, city, age, and other demographic information. In the past, equal rights advocates have sued Facebook for accepting ads that discriminate against consumers based on their religion, race, and gender.

[New Federal Tip Pooling Law Changes Game for Restaurants, LeClairRyan Attorney Says \(WSEE-TV CBS 35 Erie\)](#)

(5/31/2018 8:37 AM, Staff)

"The recently enacted Tip Income Protection Act of 2018 may have been buried in the 2,323 pages of the federal omnibus spending bill, but restaurants across the country need to be aware of this new law and understand its implications," warns Setareh Ebrahimian, an associate in LeClairRyan's Alexandria, Va. office and member of the national law firm's Labor and Employment Team. If an employer pays a full minimum wage and does not take a "tip credit" - which allows them to take a credit toward their minimum wage obligation for tipped employees equal to the difference between the required cash wage (which must be at least \$2.13) and the federal minimum wage - "the Act allows for employees who do not customarily receive tips to participate in tip pools," she explains in a blog, The Tip Income Protection Act - Changes to Tip Pooling

Under a pooling arrangement, an employer requires tipped employees to combine their tips and develops a formula for redistributing them among the pooled employees. Previously, the Fair Labor Standards Act generally restricted tip pools to employees who "customarily and regularly" receive tips. Penalties for tip pool violations were increased to include the amount of tip credit taken, amount of wages withheld, and liquidated damages in the same amount, Ebrahimian notes. "Additionally, the Secretary of Labor may impose civil penalties of \$1,100

per violation."

[\[TX\] Department Of Labor Wage And Hour Inspects Gins Two Years In A Row \(Cotton Farming\)](#)

(6/1/2018 1:00 AM, Staff Report)

Twelve West Texas gins were inspected by the Wage and Hour Division of the Department of Labor during the 2016/2017 ginning season. The Wage and Hour folks came right back this year, inspecting eight more gins. I don't know whether we will see them again next year, but the Wage and Hour folks certainly know what a cotton gin is. The Texas Cotton Ginners' Association staff has spent a fair amount of time working with the Wage and Hour administrator in Lubbock. We have learned some things that are probably important items to check at any gin across the Cotton Belt.

These inspections were conducted to check for compliance with the Migrant and Seasonal Worker Protection Act. In many cases, we have some workers who are migrant and seasonal, and some who are seasonal but not migrant. If all of your workers are from the local area, you may not have migrant workers, and the rules are a little different. For the majority of those who use migrant and seasonal workers, here are some helpful hints to keep you out of trouble with the Wage and Hour folks.

[\[WA\] New Laws Place Additional Restrictions on Washington Employers \(National Law Review\)](#)

(5/31/2018 11:07 AM, Andrew M. McKinley)

Beginning on June 7, 2018, four new Washington laws will go into effect and place new restrictions on employers in the state. These laws, discussed in detail below, expand the rights and protections afforded to Washington employees, and may require employers to review and revise their employment advertisements and applications, pre-hiring materials, and arbitration agreements.

The Washington Fair Chance Act prohibits employers from posting advertisements for employment openings that exclude employees from applying. Employers also may not implement any policies or practices that automatically exclude individuals with a criminal record from consideration before determining whether the applicant is otherwise qualified. Additionally, employers may not ask about -- or obtain information about -- an applicant's criminal record until after the employer determines that the applicant is otherwise qualified for the position. Finally, employers may not reject applicants for failing to disclose a criminal record prior to the determination that the applicant is otherwise qualified.

[\[CA\] Gig Economy Jobs More Likely Seen as Employees After California Supreme Court Ruling \(Top Class Actions\)](#)

(5/31/2018 6:00 AM, Kim Gale)

The California Supreme Court has addressed the classification of gig economy jobs, unanimously providing new direction to differentiate the classification choices of "independent contractors" or "employees." Gig economy jobs are positions for app-driven services including Uber, Lyft, Postmates, GrubHub and many others. The new interpretation of what defines an independent contractor could have even farther-reaching effects.

Previous definitions of employee versus independent contractor have focused on how much control the company exerts over the worker. The new California Supreme Court ruling indicates an independent contractor is someone whose work does not align with the hiring company's own business. For example, a window washer hired to wash the windows of a dry cleaning business would qualify as an independent contractor. The ruling goes on to say that an independent contractor works in "an independently established trade, occupation or business."

Family and Medical Leave

[\[TX\] Unpaid FMLA leave may be 'unemployment' in Texas, but eligibility for benefits is a different question \(EmploymentLawDaily\)](#)

(5/31/2018 8:46 AM, Joy Waltemath)

Reversing the decision of an appeals court, the Texas Supreme Court interpreted the unambiguous language of the Texas Unemployment Compensation Act to find that an individual qualifies as “unemployed” while taking unpaid leave from her job under the Family Medical Leave Act. But because eligibility for unemployment benefits requires more than “unemployed” status, the court voiced no opinion on whether an individual on FMLA leave is ultimately entitled to such benefits. Here, the employee was unemployed because she was “not performing services for wages”—her eligibility was yet to be considered (Texas Workforce Commission v. Wichita County, Texas, May 25, 2018, Lehrmann, D.).

The court stressed that the Commission’s decisions below had not determined the employee’s eligibility, such as whether she was able to, available for, and actively seeking work during any particular benefit period, as required by the Act. The Commission concluded only that she was totally unemployed—she was not performing services for wages—and that the Commission could pay her benefits “if [she met] all other requirements.” It was the county employer’s view that the Act’s definitions of “totally unemployed” and “partially unemployed” were relevant only as to eligibility, but not to the threshold issue of whether a claimant was “unemployed,” and it asked the court to consider the ordinary meaning of unemployed—a formal severing of the employer-employee relationship.

Retirement

[DOL Continues Fiduciary Rule Enforcement Relief, But Confusion Remains \(HR Daily Advisor\)](#)

(5/31/2018 5:00 AM, Jane Meacham)

The U.S. Department of Labor (DOL) confirmed that neither it nor the Internal Revenue Service (IRS) would punish prohibited transaction exemption (PTE) violations by investment advice professionals who are fiduciaries working in good faith to comply with impartial conduct standards. However, the non-enforcement guidance in DOL Field Assistance Bulletin (FAB) 2018-02 issued May 7 left many retirement plan fiduciaries and practitioners more confused than ever as the agency’s years-in-the-making fiduciary rule was officially vacated the same day by a federal appellate court.

The FAB said both DOL and the IRS will continue to rely on DOL’s previously announced temporary enforcement policy, pending the issuance of additional guidance by the department. From June 9, 2017, until after regulations, PTEs, or other administrative guidance have been issued, neither agency governing retirement plan administration will seek to discipline fiduciaries working diligently within existing impartial conduct standards set for transactions that would have been exempted in the Best Interest Contract (BIC) Exemption and Principal Transactions Exemption. Further, neither the IRS nor DOL would treat an adviser’s failure to rely on other available exemptions as resulting in a prohibited transaction violation if the adviser satisfied the terms of the temporary enforcement policy, DOL said in the FAB

[Solving America’s retirement security challenges \(CNBC\)](#)

(5/31/2018 1:00 PM, Rep. Tim Wahlberg)

Americans dream of retiring with financial security, but for too many it’s a struggle on how they will get there. According to a recent estimate, 1 out of 3 Americans have less than \$5,000 put aside for their retirement years. Meanwhile, baby boomers are exiting the workforce in droves, with 10,000 of them retiring each day. And the U.S. Census Bureau projects that more than 20 percent of U.S. residents will be age 65 or older by 2030.

With an entire generation on the cusp of retirement, the rules governing retirement plan administration need to be modernized to make it easier for employers to offer savings programs for the men and women they employ. In particular, the Employee Retirement Income Security Act of 1974, also known as ERISA, should be updated to facilitate modern savings strategies.

[Why U.S. Retirees Are Waiting Longer to Claim Social Security \(US News & World Report\)](#)

(5/31/2018 7:28 AM, Mark Miller)

Fewer Americans are asking Social Security to "show me the money" as soon as possible. The share of workers claiming Social Security retirement benefits at the earliest possible date has plunged in recent years. That probably reflects growing public awareness of the higher annual benefits available through delayed claiming. But it may also be driven by the dramatic shift by employers away from traditional pension retirement coverage, and toward 401(k) savings plans. Retiring workers can claim Social Security anytime from age 62 to 70. The benefit formula is designed to be "actuarially fair," meaning all claimants should come out roughly equal no matter when they claim. But delayed filing often works out in favor of those who are patient - especially for better-educated, healthier people, who tend to live longer.

By waiting until after full retirement age (66), you would get the delayed retirement credit, which is 8 percent for each 12-month period that you delay. The credits are available until age 70. As recently as 2004, half of all men and 55 percent of women filed at age 62. But in 2016, just 32 percent of men and 37 percent of women were filing at 62. The share of men filing at their FRA jumped from 11.5 percent in 2004 to 17.9 percent in 2016. For women it rose from 7.5 percent to 12.6 percent. The number of claimants delaying beyond FRA also has risen, but remains a small portion of overall claims. Just 4.2 percent of men - and 3.6 percent of women - filed between age 67 and 69 in 2016.

[Let's get real about planning: What an average retirement costs \(USA Today\)](#)

(5/31/2018 6:32 AM, Dayana Yochim)

According to the latest Bureau of Labor Statistics data, which is based on 2016 figures, "older households" — defined as those run by someone 65 and older — spend an average of \$45,756 per year, or roughly \$3,800 a month. That's about \$1,000 less than the monthly average spent by all U.S. households combined. Naturally, your spending in retirement will vary based on countless variables, including the price of your preferred champagne and the annual property taxes on that lake house (if those things happen to be on your retirement vision board). Read on to learn how retirees' spending habits tend to differ from the working population, and how you can plan for your personal post-work needs.

Here's the data, shown as a monthly breakdown of how households headed by a retirement-age person spend money, on average, in seven major categories:

- Housing: \$1,322
- Transportation: \$567
- Health care: \$499
- Food: \$483
- Personal insurance/pensions: \$237
- Cash contributions: \$202
- Entertainment: \$197

[Want to join the 401\(k\) millionaires club? Here's how to do it \(USA Today\)](#)

(5/31/2018 8:00 AM, Maurie Backman)

We hear a lot about how Americans, on the whole, aren't saving adequately for retirement, but clearly, there are plenty of outliers. In fact, the number of workers with \$1 million or more in their 401(k) plans jumped to 157,000 at the end of this year's first quarter, according to Fidelity. That's a 45% increase from one year prior. Of course,

there are certain factors that fueled this accumulation of wealth. For one thing, the stock market had a killer 2017, which no doubt boosted balances hovering near the \$1 million mark. Furthermore, Fidelity reports that many of the aforementioned 401(k) millionaires have been saving for a solid 30 years. Still, it just goes to show that with a nice amount of effort, it's possible to amass \$1 million and retire comfortably as a result. If that's the sort of goal you have in mind, here's how to get there.

1. Start saving early in your career - Many younger workers think of retirement as a far-off milestone that doesn't demand their immediate attention. But the fact of the matter is that the longer you give yourself to save for the future, the greater your chances of accumulating \$1 million -- or whatever personal goal you have in mind.
2. Take full advantage of your employer match - If you're lucky enough to have a 401(k), you probably have a chance to get your hands on some free money for it. That's because an estimated 92% of companies that sponsor 401(k)s are willing to match employee contributions to some degree.
3. Invest your savings wisely - You may have noticed by now that we've applied an 8% average return on investment to our different calculations so far. The reason for that 8% is that it's just a bit below the stock market's average, which means it's a pretty fair benchmark for projecting returns.

[Gig Workers' Retirement Prospects Look Dim \(Forbes\)](#)

(5/31/2018 9:40 PM, Ashlea Ebeling)

What will retirement look like for gig workers? It isn't a pretty picture, according to preliminary research presented by Jack VanDerhei, research director of the Employee Benefit Research Institute, at a policy forum earlier this month. In the worst-case scenario, the potential impact on national retirement income adequacy is staggering: The nation's overall net retirement savings surplus at retirement age would decrease by \$2.2 trillion (in 2018 dollars). And the retirement savings shortfall for those who run out of money in retirement would increase by \$61 billion. "The potential dollar value is truly significant," VanDerhei says. Of course, with the gig economy evolving, there are lots of assumptions: For example, how the percentage of the workforce in the gig-only economy will change over time. "Do you stay in the gig economy or grow up and get a real job?" VanDerhei asks. "For a certain percentage of these people, once a gig worker, always a gig worker."

His worst-case assumptions: Gig-only workers have no access to workplace retirement plans like 401(k)s. And the probability of being a gig-only worker doubles immediately. The baseline for the percentage of people who identify as gig-only workers today comes from T. Rowe Price data: Millennials (9%), Gen X (19%), baby boomers (11%) and the silent generation (5%). "The number one disadvantage to working in a gig model is the lack of access to savings and benefits through an employer," says Jake Biscoglio, vice-president of strategic initiatives with Prudential Financial. "They have to figure it out and fund it on their own." Lower income than their W2 peers hurts too. The average annual income for gig-only workers is \$36,500, compared to \$62,700 for full-time workers, according to Prudential data.

[Pension and a paycheck? State may loosen 'double dipping' rules \(Boston Globe\)](#)

(5/31/2018 1:57 PM, Matt Stout)

Government retirees who are already collecting a public pension could be allowed to work up to 30 hours a week at another taxpayer-funded job, under a legislative proposal that would ease the limits designed to curb "double-dipping." The change, which has support in both the state House and Senate, would mark a dramatic jump for the 120,000 state and teacher retirees, and thousands of others who have left local government — hiking by as much as 50 percent the longtime limit on how many hours the former employees can still work in public jobs.

The Senate last week passed a measure that would increase the limit from 960 to 1,200 hours per year, pushing it to the equivalent of a 23-hour average workweek. The House went further, voting in April to hike the cap to 1,500 hours, which would allow retirees to work an average of 29 hours per week over a full year.

[Side Hustles Are Changing How People Plan for Retirement \(Motley Fool\)](#)

(5/31/2018 6:26 AM, Daniel B. Kline)

If the words "side hustle" conjure for you an image of underpaid millennials using AirBnB or Etsy to supplement their incomes, you're only seeing half the story: A significant fraction of older workers are turning to side hustles to bolster their retirement savings, according to Betterment's Gig Economy and the Future of Retirement report. Of the 1,000 people surveyed for the report, 40% feel they aren't in a position to save enough to support their lifestyles once they retire. In addition, 16% said they plan to supplement their income once they retire by working a side gig.

For its survey, Betterment queried 500 people whose chief source of income derives from the "gig economy," and 500 who work full-time for an employer, but also have side gigs. Of those with traditional jobs, 67% said their chief reasons for tacking on a side hustle were financial: They were saving for major purchases and paying off debts, among other things. But fully a third of those holding regular jobs cited insufficient retirement savings as their top reason for needing additional income -- and the percentages increase dramatically as workers get closer to retirement age. While 42% of workers with a traditional job will use some of their secondary income to add to their retirement savings, the percentage rose to 65% for those ages 35 to 44. Among those 55 and older, 76% of side hustlers are routing at least some of their extra earnings into their retirement accounts.

[Retirement Could Be Tougher in the Future \(World at Work\)](#)

(5/30/2018 8:00 PM, Staff Report)

Almost half of today's workers and retirees believe the outlook for future generations of retirees is bleak. This was a main finding in a new study called The New Social Contract: A Blueprint for Retirement in the 21st Century, which was conducted by Aegon Center for Longevity and Retirement (ACLR) and nonprofits Transamerica Center for Retirement Studies (TCRS) and Instituto de Longevidade Mongeral Aegon. The research of 16,000 workers and retirees in 15 countries, including the United States, found that 49% believe future generations of retirees will be worse off than those currently in retirement.

"Megatrends are disrupting long-standing societal constructs including how people live and work, plan for their future, and, ultimately, prepare for their retirement," said Catherine Collinson, CEO and president of Transamerica Institute and TCRS, and executive director of ACLR. The survey asked workers and retirees about global trends that are affecting their plans for retirement.

[Some Tops Employees Will Lose Portions of Their Pensions \(WBEN-AM 930 Buffalo\)](#)

(5/31/2018 6:16 AM, Staff)

Yesterday, Some of Tops longest tenured workers, who are represented by Teamsters, learned that part of the pension benefits they've worked towards for years...are gone. Essentially, these employees are victims of Tops financial struggles and the subsequent attempt to restructure after filing for Chapter 11 bankruptcy. A dispute that began five years ago when Tops acquired the C&S warehouse will be resolved with Tops likely paying around \$15 million of the \$20 million it has been holding in workers' pension's funds. As part of the deal that was arranged in mid-May, workers will no longer be able to participate in the Teamsters Pension Fund in the future. Instead, they will be issued a one-time payment of nearly \$25,000 into a retirement account.

Channel 2 caught up with some angry workers. "I give you \$20 million; I expect \$20 million back. I don't care how it works out," said 27-year employee Tony Yamonaco. "That's just, that's not a standup guy, that's not a stand-up company to do that to their employees."

[\[NY\] Tops Teamster workers fuming over loss of pensions \(WIVB-TV 4 Buffalo\)](#)

(5/30/2018 8:17 PM, Al Vaughters)

Hundreds of Teamsters, who work for Tops Markets, demanded to know in meetings Wednesday, what happened to their hard earned pensions, after the Amherst-based grocery chain announced it has reached a settlement with the New York State Teamsters Pension Fund over a pension dispute. Teamsters Local Union 264, includes more than 600 workers and truck drivers at the Tops warehouse in Lancaster.

Tops Markets sold the warehouse to C&S Wholesale Grocers in 2002, then bought the Genesee Street facility back in 2014, but the Teamsters Pension Fund—which has a governing board separate from the Teamsters union—refused to allow Tops and its union workers back into the pension fund. Warehouse associate Daniel Sheehan could not believe the Teamsters Pension Fund would not allow teamsters back into the fund, "We got kicked out 4 years ago from our pension fund over a dispute between Tops and our pension fund." Over the next 4 years, the Teamsters at the warehouse set pay raises aside, opting instead to put the money into a retirement account, figuring eventually the pension fund would allow them and Tops back into the pension fund, but it never did.

[Editorial note: View video at source link]

[\[MN\] Dayton signs pension bill aimed at long-term stability in state retirement system \(Minneapolis/St. Paul Star-Tribune\)](#)

(5/31/2018 3:57 PM, Jessie Van Berkel)

Hundreds of thousands of public employees and retirees stand to benefit from a major pension reform package that Gov. Mark Dayton signed into law on Thursday.

Schoolteachers, office workers, police officers and a retired parks maintenance worker were among the triumphant crowd that filled the State Capitol rotunda, in a ceremony for a bill-signing that Dayton said would be the last piece of legislation he would sign as governor. "I can't tell you how many retirees and active employees have spoken with me in the last few days and told me how vitally important this is for their peace of mind, for their financial security, for their sense of being able to rely on pensions, on the promise that they've earned," Dayton said.

[\[CA\] California created a savings program for workers without retirement benefits. A group is suing to kill it \(Los Angeles Times\)](#)

(5/31/2018 4:00 PM, James Rufus Koren)

A California anti-tax group is suing California Treasurer John Chiang as it tries to put the kibosh on a program that would provide retirement savings accounts to millions of California workers whose employers don't offer a pension or 401(k). In a lawsuit filed Thursday in federal court in Sacramento, the Howard Jarvis Taxpayers Assn. — which championed the landmark property tax law Proposition 13 and continues to fight tax measures — argues that the retirement savings program is illegal under federal law and should be stopped before workers start signing up for accounts next year.

Beyond that narrow argument, association President Jon Coupal said he believes the savings program — called CalSavers — is a "massive government boondoggle" waiting to happen. He also said workers who want retirement accounts are free to open them on their own without the state's help and suggested that workers not saving for retirement are acting irresponsibly.

Trade

[The U.S. Moves Closer to a Trade War With Allies \(Wall Street Journal\)](#)

(5/31/2018 5:39 AM, Staff Report)

The Trump administration is planning to make good on its threat to impose tariffs on European steel and aluminum. An announcement is expected as early as Thursday after U.S. negotiators were unable to win concessions from European Union counterparts, William Mauldin, Bojan Pancevski and Vivian Salama report. The move is almost certain to draw a response from the EU, which has threatened to retaliate with its own tariffs on American products such as motorcycles, jeans and bourbon. The numbers: 25% tariffs on imported steel, and 10% on aluminum. Don't be surprised if Canada and Mexico follow, escalating trade tensions with U.S. allies.

So, how is the White House trade strategy working? "President Donald Trump routinely does protectionism badly, using the wrong tools on the wrong behavior and the wrong countries," the WSJ's Greg Ip writes. Targeting China's intellectual property violations is a good step. But other actions are counterproductive: Quotas, threats of tariffs followed by negotiation and uncertainty, and picking fights with allies while going relatively easy on China—a serial violator of trade rules and the ultimate cause of global steel and aluminum overcapacity.

[Trump moves on steel, aluminum tariffs despite lobbying efforts \(Politico\)](#)

(5/31/2018 2:43 PM, Theodoric Meyer & Marianne Levine)

President Donald Trump's move today to tax steel and aluminum imports from Canada, Mexico and the European Union — after granting them a temporary reprieve a month ago — is a setback for the lobbyists hired to stop the administration from doing so. As PI has previously reported, companies have rushed to hire lobbyists in recent months to advocate on the steel and aluminum tariffs.

Beck Aluminum International, for instance, an Ohio aluminum distributor, hired Squire Patton Boggs last month to lobby on the sanctions. Fujifilm Holdings hired David Wilkins, a former U.S. ambassador to Canada, and one of his colleagues at Nelson Mullins Riley & Scarborough to lobby on the issue as well. But the administration has proved impervious so far to appeals not to tax imports from American allies.

[Trump's Steel Tariffs Could Hurt U.S. Coal Companies \(Bloomberg BNA\)](#)

(5/31/2018 12:00 AM, Stephen Lee)

The Trump administration's new tariffs on foreign steel could take a bite out of U.S. coal companies. The 25 percent tariff on steel from Canada, Mexico, and the European Union would hurt demand in the U.S., a major customer for the steel. Those countries also buy 40 percent of U.S. metallurgical or "met" coal, the high-grade substance used to make steel, according to the Energy Information Administration. So a dip in their steel production could go in tandem with a dip in their met coal demand.

The countries hit with tariffs also could strike back with tariffs of their own on U.S. coal. If that happens, big met coal producers such as Arch Coal, Alpha Natural Resources, and Ramaco Resources Inc., which have leaned heavily on foreign markets as one of the few bright spots in their industry, would have to cut their prices in order to stay competitive in the global market, according to Hector Forster, a steel analyst with S&P Global Platts. Otherwise, cheaper met coal from countries such as Australia, Canada, Colombia, Mozambique, and Russia could fill the void, Forster told Bloomberg Environment. Because the U.S. imports so little met coal, more domestic steelmaking might mean more domestic mining. Forster said that is unlikely, because two-thirds of U.S. steel is made using scrap metal, not met coal.

[3 reasons why we should keep NAFTA — and 3 reasons why we should get rid of it \(Business Insider\)](#)

(5/31/2018 3:15 PM, Staff Report)

Signed by President Clinton in 1993, the North American Free Trade Agreement (NAFTA) with Mexico and Canada opened up trade between the continent's three largest economies. From Ross Perot to Bernie Sanders, NAFTA has been a punching bag for political outsiders of all stripes. Meanwhile, its establishment support has

cut across party lines. With a new NAFTA deal in the works, the question arises: Was the original free trade agreement a positive one for Americans?

Here are three arguments making the case that NAFTA hurt Americans, and three arguments stating that it had the opposite effect.

[Editorial note: See list at source link]

[TrumpTrade: How Trump's Trade Policies Divide CEOs \(Chief Executive\)](#)

(5/31/2018 11:00 AM, William J. Holstein and Jennifer Pellet)

When it comes to President Donald J. Trump, no issue has divided American business like his recent moves on trade. CEOs across the nation may be near-uniformly thrilled with the GOP tax cuts and regulatory rollback promulgated by his administration, but his trade policies and America First take on global commerce? That's another story. "The whole idea of this tariff is just bad economic policy," says Paul Hylbert, chairman of Colorado-based Kodiak Building Partners, who reports that the construction industry has been in chaos since Trump announced steel tariffs in March. "It's like an additional tax on the American consumer. It will cause inflationary pressure and job losses—and it certainly could lead to a trade war. The only way it could be good is if it's vintage Trump, and he's just doing this to unsettle everyone so we can pick up the pieces somehow."

A Chief Executive poll of 212 U.S. CEOs taken in the immediate wake of the tariff announcement found 52 percent of respondents concerned the tariffs would damage the U.S. economy. But 38 percent said the tariffs would be beneficial in the long run, numbers the Trump administration finds reassuring.

[Trump's Trade War Would Be Very Bad for Many Americans \(Pacific Standard\)](#)

(5/31/2018 3:17 PM, Dwyer Gunn)

Earlier this week, President Donald Trump announced that the United States would move forward with a plan to impose 25 percent tariffs on certain high-tech Chinese imports. The tariffs are designed to punish Chinese manufacturers for allegedly unfair trade practices with respect to American technology and intellectual property.

The tariffs Trump mentioned this week follow broader tariffs announced in March on steel and aluminum imports. The administration initially granted the European Union, Canada, and Mexico a temporary exemption to those steel and aluminum tariffs, but news broke last night that they will allow the exemptions to expire; tariffs on steel and aluminum from those U.S. allies will go into effect at midnight tonight.

This week's escalation has already prompted retaliation. In response to Trump's announcement on Tuesday, the Chinese government released a statement expressing surprise at the president's reversal and promising that "China has the confidence, the capability, and the experience to defend the core interests of the people and the nation." The European Union quickly announced it would file a dispute against the U.S. at the World Trade Organization and implement retaliatory tariffs against American imports.

[\[MI\] Detroit Wins With NAFTA \(Heritage Foundation\)](#)

(5/31/2018 6:51 PM, Tim Doescher)

As the U.S. continues to renegotiate the North American Free Trade Agreement with our neighbors in Canada and Mexico, it is important to understand how much of a win NAFTA has been for Detroit, and the potential consequences of adding tariffs and other trade barriers. That's why it was troubling to read that Robert Lighthizer, the U.S. trade representative and chief U.S. negotiator in the NAFTA talks, aims to require Mexico to mandate a huge pay hike for automotive employees - from around \$3-\$6 per hour to \$16 per hour. His message to Mexico: push through higher wages or get slapped with tariffs.

While it is true that America could benefit from measures to modernize NAFTA, if tariffs and wage requirements are implemented the auto industry and Detroit will suffer as a result. NAFTA has been a very good deal for Michigan, and the state continues to reap benefits. For Detroit, foreign direct investment in 2016 reached its highest level in a decade - more than \$2 billion plowed into 76 projects in that year alone. Auto industry leaders have extolled the benefits of NAFTA at length, urging President Trump to not do anything that would impair their ability to grow. The administration continues to threaten to withdraw from the pact unless our trading partners implement these harmful measures.

National

[U.S. consumer spending accelerates; weekly jobless claims fall \(New York Times\)](#)

(5/31/2018 8:33 AM, Lucia Mutikani - Reuters)

U.S. consumer spending posted its biggest gain in five months in April, a further sign that economic growth was regaining momentum early in the second quarter, while inflation continued to rise steadily. Other data on Thursday showed a bigger-than-expected drop in the number of Americans filing applications for unemployment benefits last week. Moderately rising inflation and a tightening labor market bolstered expectations that the Federal Reserve will raise interest rates next month.

Consumer spending, which accounts for more than two-thirds of U.S. economic activity, jumped 0.6 percent last month, the Commerce Department said. That was the largest rise since November and followed a 0.5 percent increase in March. Economists polled by Reuters had forecast consumer spending advancing 0.4 percent. Spending was boosted by higher prices for gasoline and other energy products. Nondurable goods purchases surged 0.9 percent. There were also increases in purchases of long-lasting goods. Outlays on services rose 0.5 percent, lifted by demand for household utilities.

[U.S. Consumer Spending Tops Estimates as Inflation Holds at 2% \(Bloomberg\)](#)

(5/31/2018 8:57 AM, Katia Dmitrieva)

U.S. consumer spending rose in April by the most in five months and inflation held at the Federal Reserve's target, adding to signs of solid economic growth that support the central bank's plan for gradual interest-rate hikes. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Incomes advanced 0.3 percent, matching projections.

The Fed's preferred price gauge rose 2 percent from a year earlier for a second month, though excluding food and energy; the so-called core index remained short of the goal, at 1.8 percent. The report reinforces projections for a rebound in economic growth this quarter amid a strong job market, the lowest unemployment rate in 17 years and tax cuts that have put more money in Americans' wallets. The inflation figures are also likely to keep the Fed on track to raise borrowing costs in June for the second time this year.

[U.S. Consumer-Spending Pickup Adds More Juice to Second Quarter \(Bloomberg\)](#)

(5/31/2018 11:08 AM, Katia Dmitrieva)

April's bigger-than-expected gain in U.S. consumer spending put the economy's projected second-quarter rebound on track to be even stronger. Purchases, which account for about 70 percent of the economy, increased 0.6 percent from the prior month, topping forecasts, after a 0.5 percent advance that was more than previously estimated, Commerce Department figures showed Thursday. Adjusted for inflation, consumption had the best two-month advance since 2014.

The report lifted economists' quarterly growth estimates for a second day, following favorable data Wednesday on trade and inventories. With inflation holding at the Federal Reserve's 2 percent target, the figures are also likely to keep the central bank on track to raise borrowing costs in June for the second time this year. At the

same time, economists expect growth to cool later in 2018 amid the fading impact of tax cuts, while tariffs and trade tensions also pose risks. Gains in consumer spending were “fairly broad-based in April,” said Sal Guatieri, a senior economist at BMO Capital Markets, who increased his projection for second-quarter growth to 3.2 percent from 2.8 percent after Thursday’s data. “It’s not like we’ll see spending drop off a cliff in the second half, but we will see some slowing in consumer spending, largely among lower-income households.”

[US consumer spending up 0.6 percent, best in 5 months \(ABC News\)](#)

(5/31/2018 1:35 PM, Martin Crutsinger – Associated Press)

Americans boosted their spending by 0.6 percent in April, the biggest increase in five months and a strong indication that the economy is reviving after a winter slowdown. The Commerce Department said Thursday that last month’s increase in consumer spending was the largest increase since a 0.7 percent rise last November. The better-than-expected April gain, which followed a strong 0.5 percent March increase, caused some economists to boost expectations for economic growth, as measured by the gross domestic product, in the April-June quarter.

"The first two months of the year were downers on the consumer spending front, but spending came back to life in March and April despite rising gasoline pump prices," said Chris G. Christopher Jr., senior economist at IHS Market.

[The next U.S. recession likely will be wok-shaped: shallower and longer \(MarketWatch\)](#)

(5/31/2018 10:47 AM, Joachim Fels, Andrew Balls & Daniel J. Ivascyn)

Over the secular horizon, we expect a very different macro landscape to emerge, for better or worse. Already there are important shifts underway: The monetary-fiscal policy mix is changing with central banks retreating and fiscal policy becoming more expansionary, the regulatory discussion is moving from the financial to the tech sector and economic nationalism and protectionism is on the rise. One way the real economy could break out from the post-crisis lull on a sustainable basis is through a significant pickup in productivity growth as the diffusion of new technologies finally accelerates via stronger business investment.

However, stronger potential growth would likely also produce higher real interest rates. Another scenario that could come to pass in (or after) the next recession, which we expect to occur at some point over the next three to five years, is a more extreme populist backlash than seen thus far. This could come in different flavors: radical income and wealth redistribution, more aggressive protectionism, nationalization of key companies or even industries, or attacks on central bank independence.

{End of Report}