

Economic Growth Region 11

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INDIANA'S EMPLOYMENT REPORT

Indiana's seasonally adjusted unemployment rate dropped by nearly one percentage point over the past three months to 7.5 percent. The decrease in unemployment in the Hoosier State signifies the largest three-month drop in more than 20 years (September 1993). Indiana began the year with a rate of 8.6 percent and was at 8.4 percent in July. The last time Indiana's unemployment rate was below 8 percent was November of 2008. Private sector employment in Indiana grew by 6,600 jobs in October, with gains concentrated in the manufacturing (+3,600), construction (+1,700) and private educational & health services (+1,300) sectors. Indiana's rate of private sector growth (8.4 percent) has continued to significantly outpace the national average (6.5 percent) since July 2009, the low point of employment in Indiana. "Indiana's unemployment rate is more than one percentage point below where it was in January, which is defi-

nately significant" said Scott B. Sanders, Commissioner of the Indiana Department of Workforce Development. "The steady private sector job growth the Hoosier State has been experiencing for some time now is finally beginning to be reflected in the unemployment rate, which many businesses and individuals rely on to make important economic decisions." Sanders also noted the number of unemployed Hoosiers has decreased by more than 27,000 over the past three months, while Indiana's labor force has grown by 6,000. Claims for unemployment insurance this year remain at their lowest levels since 2000. Sectors showing gains in October include: Manufacturing (3,600), Construction (1,700), and Private Educational & Health Services (1,300). The Trade, Transportation & Utilities (-800), Professional and Business Services (-100), and Leisure and Hospitality (-200) sectors showed declines. Total non-farm employment increased in October (7,300).

FAIR LABOR STANDARDS ACT: SALARY VS. HOURLY

Determining Fair Labor Standards Act (FLSA) exceptions for "white collar" workers can be a confusing task for human resources administrators. Keith A. Sermersheim, a partner in the Evansville law firm of Rudolph, Fine, Porter & Johnson, presented tips and guidelines for understanding the most common FLSA exemptions for executive, administrative and professional exemptions during the November business seminars in Evansville and Jasper. He reminded the attendees that FLSA sets the federal minimum wage at \$7.27 an hour as of July 24, 2009, and overtime is defined as one-and-a-half times the regular rate of pay for all hours over 40 hours in a work week. Sermersheim went on to offer a list of some of the most commonly used FLSA exceptions, including: commissioned sales employees; computer professionals; drivers driver's helpers, loaders and mechanics; farm workers; salesmen, parts men and mechanics; seasonal and recreational employees; and executive, administrative, professional and outside sales employees. One section of the FLSA provides an exemption from both the minimum wage and overtime pay stipulations for employ-

ees who hold positions determined to be executive, administrative, professional, outside sales and certain computer employees, he said. He went on to explain that the three tests for exemption are salary level, salary basis and job duties. For most employees, the minimum salary level required for exemption is \$455, which must be paid "free and clear," and that amount may be paid in equivalent amounts for periods longer than one week. He went into detail to make the details of each of three exemption tests understandable to the audience, offering examples of each point he raised. Describing the "learned professional" exemption, the attorney said this is not available for occupations that may be performed with only general knowledge obtained by an academic degree in any field; knowledge acquired through an apprenticeship or training in the performance of routine mental, manual, mechanical or physical processes. And it does not apply to occupations in which most employees acquire skill by experience.

Did you know....

- The Hoosier State added the 4th most manufacturing jobs in the nation during October
- Indiana's construction growth in October ranked 8th in the nation

*Happy
Holidays*

From:
WorkOne
Southwest

There will not be
Business
Seminars held in
December.

As we are scheduling topics and speakers for 2014, please forward any suggestions to Sara Huelsman sara.huelsman@workonesw.org

Thank you for
your support!

Seminars will
resume January
2014.

Contact:

For more information on mentioned programs please contact:

Sara Huelsman
sara.huelsman@workonesw.org