

OYSTER BAY-NORTH HEMPSTEAD-GLEN COVE WORKFORCE DEVELOPMENT BOARD  
MINUTES OF THE OCTOBER 28, 2016 NINTH LI REGIONAL WDB MEETING

**CALL TO ORDER**

The Long Island Regional Workforce Development Board (WDB) Meeting was held on Friday, October 28, 2016 at Farmingdale State College, Farmingdale, NY. The meeting was called to order at 9:05 a.m. Harold Mayer, Chairman of the Oyster Bay-North Hempstead-Glen Cove WDB introduced himself along with Alan Nachman, Hempstead-Long Beach WDB Vice-Chair and Angela Chewning, Suffolk County WDB Vice-Chair. The meeting is a result of a collaborative effort of the three Long Island WDBs. Each year, this regional meeting brings the members of all three Boards together for presentations on topics of regional workforce development significance. It also provides us with an opportunity to meet our colleagues and to network with company agency representatives that we typically don't get to meet.

Chair Mayer announced a business seminar that their Local Board and Partners developed. On November 4, 2016 at 8:00 a.m. at the Woodlands in Syosset, a seminar providing excellent information on business development and resources will take place. Experts from the field of Workforce Development will be on hand to guide Long Island companies in the vast array of services available to them. Featured speakers will include representatives from the Oyster Bay Workforce Development Board, the Town of North Hempstead, ACCES-VR, Nassau County IDA, LI-RAEN, Hi-Temco and the Long Island Development Corporation. Our region has continued to gain jobs. Since the last regional meeting, the unemployment rate has decreased from 4.5% to 4.1% in August 2016. Although the unemployment rate has reduced, the system continues to be challenged to meet the needs of unemployed workers. For the program year that ended on June 30, 2016, our One-Stop Centers saw a combined total of 31,260 job seekers. All customers who enter a One-Stop Center are given an assessment, the opportunity to meet with a counselor and participate in career services.

For each program period the local Workforce Boards are evaluated according to the Common Performance Measures. Their performance is rated on the percentage of job seekers who enter employment, the percentages that remain and average earnings.

Chair Mayer announced that all the Long Island Workforce Development Boards have again passed all performance measures. These accomplishments are achieved because of the dedication of the staff in providing quality services to our customers.

**I. SUFFOLK COUNTY WDB REMARKS AND INTRODUCTION OF SPEAKERS**

Angela Chewning, SCWDB Vice-Chair remarked that the Long Island Workforce Development Boards have a long history of collaborating for many years. Meetings like this give us the opportunity to work together towards common workforce goals and learn about new ideas. We are fortunate to have speakers who are experts in their fields speak at our annual meetings and this year is no exception.

Vice-Chair Chewning introduced Dr. Martin Murphy. Dr. Murphy has been involved in the fields of social services and literacy for over 20 years. Martin received his New York State teacher certification from Queens College and earned his Ph.D. in adult reading research from New York University. In his current position, since 1998, he directs the Long Island Regional Adult Education

Network. He also serves as the WIOA Title II designee to all three Long Island Workforce Development Boards as the State Education Department's representative for Adult and Family Literacy.

## **II. LI-RAEN – CAREER PATHWAYS: A REGIONAL PLANNING OVERVIEW**

Dr. Martin Murphy welcomed everyone to Farmingdale State College. Dr. Murphy gave a presentation on Career Pathways. He spoke about the scope of Title II in the federal legislation of WIOA and what it represents. He spoke about the state's responsibility to meet the literacy needs of adults within the state. The state does this by having representation on the local boards. Dr. Murphy represents all three local boards as well as works with school districts, BOCES, community colleges, community based organizations and literacy volunteer organizations. By working with these providers the students receive services in adult basic education, English as a second language, high school equivalency, family literacy, workplace literacy and literacy zones. Literacy zones were created by the state education department to reach into areas of poverty and make sure their needs are being met. There are three literacy zones on Long Island and they do great work for the area. Dr. Murphy, as the title II representative, stated that he represents a network of over 400 adult educators who serve over 19,000 adult literacy students each year. He explained how Title II plays an active role in the Career Pathways Initiative. The six key elements in Career Pathways are: build cross-agency partnerships, identify industry sector and engage employers, design education and training programs, identify funding needs and sources, align policies and programs and measure system change and performance. He spoke about the Long Island Regional Workforce Innovation and Opportunity (WIOA) Partner Meetings that were held recently and how it brought partners to work together to develop a strong Career Pathways model. He commended all the partners that came to the meetings and worked together to develop the infrastructure further so that as partners we can try to meet the needs of individuals and employers.

## **III. ISSUES REGARDING NEW WHITE COLLAR REGULATIONS AND OVERVIEW ON USDOL ROLE ON LONG ISLAND**

Vice-Chair Chewning introduced the next speakers from the United States Department of Labor's (USDOL) Wage and Hour Division. The agency enforces the Fair Labor Standards Act, which sets minimum wage, overtime, recordkeeping requirements, child labor rules, prevailing wage laws, the Family Medical Leave Act and other federal labor laws.

Irv Miljoner has over 40 years of federal government experience, with 24 years in the Labor Department's Long Island office, where's he's been District Director for the Wage Hour Division for the past 21 years. During that time, his office has recovered over \$50 million in wage underpayments for workers who hadn't received lawfully due wages, and protected the interests of the employer communities against unfair competition.

Nano Bustamante, a decorated Marine having served two tours of duty in Iraq, has worked at several federal agencies including the U.S. Department of Transportation (which would later become the Transportation Security Administration) and the Department of Homeland Security. In 2010, Nano accepted a position with the U.S. Department of Labor, Wage and Hour Division, as an investigator where he is now a Community Outreach and Resource Planning Specialist.

Mr. Miljoner gave a brief overview of their agency and the work that they do. The Wage and Hour Division is the largest agency within the USDOL. Their function is to enforce federal labor laws with the main enforcement falling under the Fair Labor Standards Act otherwise known as the Minimum Wage Law. They conduct investigations and audits based on complaints. The restaurant industry has the highest violation rate. He spoke about the prevailing wage laws. These laws set special

minimum wages applicable to government contractors who are receiving federal funds. The most calls his office gets is about the Family Medical Leave Act which has been in effect for over 20 years. This Act requires eligible workers who might have a serious health condition or to care for someone to be given time off up to 12 weeks of unpaid leave and must be given their job back when they return. He stated the federal minimum wage is \$7.25 per hour which hasn't increased since 2009.

Mr. Miljoner explained a new overtime rule that will go into effect December 1, 2016. This new rule changes the criteria for exemptions making more people non-exempt for overtime and minimum wage requirements. The most common exemptions are the white collar exemptions. There are three categories under the white collar exemptions: the executive employee, the administrative employees and professional employees. The current salary level in order for someone to be exempt is \$455 per week. Effective December 1<sup>st</sup> the salary level will be going up to \$913 per week. In addition to the increase in the salary level there is a clause that will evaluate and automatically update the salary every three years. He spoke about management and salaried employee exemptions and the rules that apply. Mr. Miljoner explained how employers can comply with this new law that will be going into effect. If they want to keep the exemption for exempt employees one way is to raise an employee's salary to \$913 per week. The second way is to lower the hours worked to no more than 40 hours per week. The third way is pay the employee time and a half for overtime worked over 40 hours per week.

The agency website is [www.dol.gov/whd](http://www.dol.gov/whd)

#### **IV. LABOR MARKET INFORMATION FOR LONG ISLAND**

Vice-Chair Chewning introduced Jim Brown. Mr. Brown graciously agreed to speak at the meeting while Shital Patel is on maternity leave. He is employed by New York State Department of Labor and has been the NYC Labor Market Analyst since 1987. Jim provides economic analysis of the job market with an emphasis on labor issues and is involved in the preparation of demand lists and occupational projections used by many training programs and schools as well as the monthly industry data for New York City.

Mr. Brown gave a presentation on the labor market information for Long Island. He spoke about the changes in private sector between Long Island and the United States as well as in New York State. He gave an update on the monthly unemployment rate between Long Island compared to the United States and stated that Long Island is below average for unemployment. He spoke about educational attainment on Long Island versus United States as well as unemployment rates by educational attainment. He gave information on changes in job sectors from 2011-2016 as well as changes in jobs by occupational cluster from 2007-2015. Mr. Brown gave information on high wage/high growth jobs with 10 year % growth along with median annual salary.

Mr. Brown's power point presentation was emailed out to all SCWDB members and the other Board directors after the meeting.

#### **V. CLOSING REMARKS**

Vice-Chair Nachman thanked the speakers. He commended the three local Workforce Development Boards for establishing a productive model for regional collaboration. The workforce initiatives that we have implemented together have not only benefitted Long Island but also placed us in the best position to conform to the regional planning requirements of the Workforce Innovation and Opportunity Act. Those requirements include the establishment of industry sector strategies for the development of career pathways. This year, when the New York State Department of Labor required us to submit an inventory of sector strategies as part of our Regional Plan, we were able to describe a

rich legacy of successful regional grant projects. Our spirit of cooperation is captured by regional meetings such as this and we will continue to work together for years to come.

Dave Perkins, Project Excel Coordinator at Walt Whitman High School made an announcement that he is seeking mentors for students in middle school and high school.

**VI. ADJOURNMENT**

The meeting was adjourned at 10:15 a.m.