

Employers Asked to Offer More Paid Internships

The Texas Internship Challenge encourages both employers and students to get involved

With summer quickly approaching, many students are seeking internships as a way to gain effective job experience before applying for a full time job after graduation.

Many of our state's largest companies already recognize the value of having an internship program. Internships meet the needs of both the student intern and the employer by establishing a rewarding opportunity for interns to learn job skills in a real-world setting. Employers gain potential full-time employees that can be recruited directly from qualified interns, as well as exposure for their company and their industry's in-demand occupations.

To highlight the need to increase these opportunities for high school and college students, and to encourage large and small employers to offer internships, the Texas Workforce Commission (TWC), Texas Education Agency (TEA) and the Higher Education Coordinating Board (THECB) joined forces to establish the Texas Internship Challenge, a statewide campaign to increase and promote paid internships for students in Texas. TAB has signed on to participate in the internship challenge.

"We have offered paid legislative internships at TAB for years," said TAB Vice President of Governmental Affairs Cathy DeWitt. "We try to offer these interns real world experience of what it is like to lobby the legislature and to teach them as much as possible about how the process works."

Commissioners were joined this month by executives from Lockheed Martin, Accenture, Toyota Motor Manufacturing of Texas and Doctor's Hospital at



Education Commissioner Mike Morath helps kick off the Texas Internship Challenge

WORKFORCE Q&A

What is predictive scheduling and how might it affect me?

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TAB MISSION

*To make the Texas
business climate the
best in the world.*

WORKFORCE Q&A



Eniola Akinrinade,
Associate, Littler
Employment and Labor
Law Solutions

What is predictive scheduling and how might it affect me?

Predictive scheduling laws generally require the advance posting of employee work schedules and impose employer penalties for scheduling changes. As a result, predictive scheduling removes much of the control employers have over their own flexible scheduling practices. The initiative primarily focuses on hourly employees, especially those in the retail, hospitality, restaurant and care sectors.

The trend of predictive scheduling is rapidly growing, and employers in all states—Texas included—must be made aware. San Francisco, CA, Emeryville, CA, and Seattle, WA, have already adopted predictive scheduling laws. In many other cities, several bills with similar requirements also have been introduced. Additionally, in April 2016, nine state attorneys general sent letters with requests for information to large retailers within their states expressing concern about unpredictable work schedules. Although those states *do not yet have predictive scheduling laws*, several of those retailers in those states agreed to stop on-call scheduling and to give employees their schedules in advance. Further, even federal lawmakers have contemplated a similar initiative by introducing the Schedules That Work Act in both the U.S. House and Senate during the last congressional session.

In cities that have already adopted these laws, covered employers must provide employees with two weeks' notice of their work schedules. Penalties are also assessed against employers in these cities for employer-requested schedule changes made less than two weeks before the originally scheduled shift, as well as for failing to utilize an employee scheduled for an on-call shift. The penalties vary but range from payments of one-half to four hours of the employee's regular rate of pay.

What should Texas employers do? First, prepare a game plan. Review your current scheduling practices now to better understand the processes, especially if you operate in multiple locations. Next, get ready, especially if you operate within one of the targeted sectors. Cities are putting out their own predictive scheduling legislation, and your city may be next. Finally, seek help. If you think your scheduling practices might pose reason for concern, or if you would like to be proactive rather than reactive, seek experienced employment law counsel.

Employment Relations questions?

Don't forget to call TAB's Employment Relations Hotline for your next HR Question at (844) 507-9391 or email TABemplaw@jacksonlewis.com.

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"TAB's partnership with Direct Energy Business is a powerful resource for all of our members," said Aaron Cox, TAB Vice President of Chamber Development. "Direct Energy Business not only has their eye on helping businesses make smart energy choices, they also are tackling energy questions that are unique to Texas businesses to help businesses of all sizes turn challenge into profitability."

Direct Energy Business serves approximately 240,000 businesses of all sizes and from all industries across 23 U.S. states, the District of Columbia, and four Canadian provinces, including over 22,000 businesses in Texas. It is our mission to earn your trust by sharing our energy expertise, uncovering inefficiencies, creating savings, helping you achieve your energy goals and shaping accessible energy experiences that make a positive impact every day for your business and your customers.

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Renaissance, among other industry and education leaders to unveil TXInternshipChallenge.com, a website where employers can post positions and students can apply for them.

The agencies encourage internship programs as a bridge for students to explore in-demand industries and occupations. Students will benefit from mentoring, career guidance, identification of marketable skills, and learn firsthand about high-demand occupations. Employers will benefit by leveraging the developing skill sets and perspectives of students, highlighting careers in their industries to a future workforce and exploring candidates for full-time recruitment.

"Offering internships is an easy way for businesses to cultivate a prepared and well-educated workforce," said DeWitt. "It is very possible you will find your next great employee because of an internship. This is something that equally benefits you and the student."

Learn more about upcoming internship opportunities or how to post an internship to the Texas Internship Challenge website by visiting TXInternshipChallenge.com. You also may [CLICK HERE](#) to watch a short video about the challenge.

MEMBER PROFILE

Research & Planning Consultants

Research & Planning Consultants (RPC) was founded in 1972, and TAB board member Ron Luke has been its president since 1979. Initially, RPC focused on environmental consulting and socioeconomic impact assessment. Because of Dr. Luke's background in health care, in the 1980s, the firm developed a national practice assisting hospitals and other providers in the Certificate of Need process. Since 1986, RPC has been heavily involved in the Texas workers' compensation system through its ownership of Forte, Inc., a medical bill review and utilization review firm as well as through consulting on the reform of the Workers' Compensation Act and the development of medical fee guidelines.

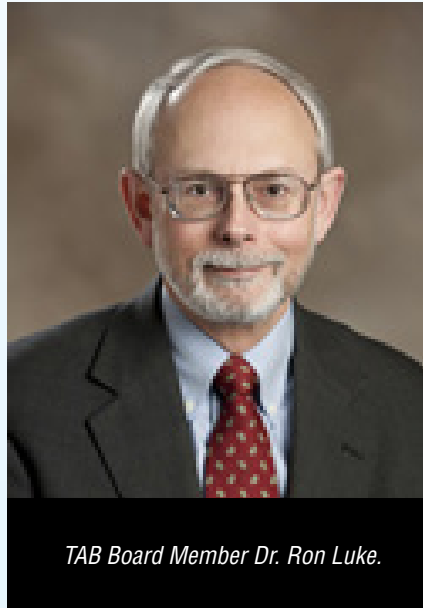
RPC has further expanded the range of consulting services it offers its clients to include financial and economic analysis in personal injury and commercial litigation and health care business planning. RPC works with plaintiff and defense attorneys to provide expert reports and testimony. RPC's team now includes consultants in economics, accounting, statistics, life care planning, vocational evaluation and public policy analysis.

Over half of RPC's business comes from repeat clients, attesting to the high quality of its work and the professionalism of its staff. RPC has particular expertise in the health care industry that has proven valuable to general business litigators.

Beyond his work at RPC, Ron Luke has been active in health care policy issues in Texas. He has been a TAB board member for at least 14 years. During most of

those years, he has chaired the TAB Health Care Committee. He has been appointed by governors to the Texas Health Care Information Council, the Health and Human Services Council and the

Institute for Health Care Quality and Efficiency. He has served on the boards of the Austin Travis County MHMR Center, the Samaritan Counseling Center, Texas Business Group on Health and the Capitol Area Council, Boy Scouts of America. He is currently District Chairman for the Waterloo District, serving economically disadvantaged youth in East Austin, Del Valle and Manor. Other RPC employees volunteer with many community organizations in their communities in Austin, Dallas, Houston, Atlanta and Tyler.



TAB Board Member Dr. Ron Luke.

In 2017, RPC celebrates its 45th anniversary. RPC's challenge is always to find, develop and retain team members who are committed to producing reliable reports that answer its clients' questions.



The RPC Group staff.

NAM Kicks Off State of Manufacturing Tour in Texas

Six state tour includes meeting with the President of the United States

The National Association of Manufacturers kicked off the 2017 State of Manufacturing Tour at Emerson Innovation Center in Round Rock on Feb. 22. The event is the first in a series of stops in six states throughout February and early March, including a visit with President Donald Trump at the White House, to tell the real story of modern manufacturing and call on the new administration and Congress to adopt solutions to create more jobs, seize global leadership, expand the circle of opportunity and foster innovative workforce development efforts.

“Manufacturing has been a policy lynchpin for the new administration, and now, more than ever, we have the chance to capitalize on this opportunity through policy and education to unleash a surge of manufacturing jobs in America that will last for generations,” said NAM President and CEO Jay Timmons.

“Manufacturers are adapting and improving every day. We are changing



Jay Timmons, president and CEO, NAM

the conversation to emphasize what modern manufacturing means today: upscaling jobs, upskilling workers and creating pathways for enhancing individual talent, securing futures and increasing wages,” Timmons added, noting that manufacturing contributes an estimated \$2.17 trillion to the U.S. economy and supports 866,700 jobs in Texas alone.

Timmons, joined by Emerson Chairman and CEO and NAM Board Chair

David Farr, also called on the new administration and Congress to stimulate manufacturing by reforming our tax code and regulatory systems and investing in our nation’s infrastructure. TAB also was well represented at the event and was recognized as NAM’s state partner for Texas.

“Today, we have a chance to work together and redefine how our country sees and supports manufacturing,” said Farr. “We can rekindle a feeling of achievement among our people and reignite the power manufacturing has to improve our world. That’s what this tour is all about.”

“When it comes to our top priorities on issues like regulatory reform, tax reform and infrastructure investment, we have a lot of common ground with the Trump administration and the new Congress,” Timmons said. “There are more jobs just waiting to be created if we can get those things done.”

TAB Backed SB 13 Moves Forward

Bill would limit how union dues are collected

The Texas Senate State Affairs Committee has approved a bill backed by the Texas Association of Business that would eliminate automatic union dues deductions from most government paychecks. The bill now awaits a vote by the full Senate.

“Businesses pay the majority of taxes in this state, and we feel like we have a vested interest in how government is run,” said TAB Vice President of Governmental Affairs Cathy DeWitt, testifying for the bill in committee. “Our position is we simply don’t think this is the role of government to do this. It’s simply a public policy decision. That’s what it is for us.”

“I do believe that government should serve as a neutral party and when it collects dues, that becomes a problem,” DeWitt

continued. “TAB is the state chamber of commerce. It would be very convenient if you guys could collect our dues, but that’s not an appropriate role of government.”

At this point, public safety workers like police, fire and EMS personnel could still have the automatic withdrawal of union dues from their paychecks, but that could change as the bill makes its way through the process. Other groups that have those automatic withdrawals now, like teachers, would no longer be able to do that.

“I firmly believe that it is inappropriate for the government to do that, and our members do as well,” said DeWitt.



TAB Vice President of Governmental Affairs Cathy DeWitt testified before the Senate State Affairs Committee.



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Talk **About** Business

Manufacturers' Best Days May Be Yet to Come



Chris Wallace, TAB President



Tony Bennet, President
and CEO of the Texas
Association of Manufacturers.

U.S. manufacturers' spirits have been rising. Whether caused by the manufacturing-focused election season or America's continued economic recovery, optimism is on the rise across Texas.

The Dallas Fed's recent report reflects this trend. It found that factory activity increased for the seventh consecutive month in January. New orders climbed to a multiyear high as well, pointing toward good things to come.

The numbers are encouraging, but economic indicators aren't what matter to working families. They want to know that their jobs are secure and that new opportunities are on the horizon.

The good news: they are.

Texas' economic growth is delivering benefits — directly to employees' paychecks. Wages are on the rise. And the state has become so popular for business, some experts are worried about a lack of skilled employees to fill the manufacturing positions being created.

The Lone Star State is in good stead, but questions remain. How can we build on our success and invite all geographic areas and all communities to join in our increasing prosperity? And what role can President Donald Trump and leaders in Washington, D.C., play in reaching our goals?

So far, the new administration has been signaling its commitment to manufacturing. Early actions have targeted some of manufacturer's highest priorities. For example, a key executive order paved the way for relief from federal regulations, which today impose more than 297,000 restrictions on manufacturing operations. This is a sign of progress for the 81 percent of Texas manufacturers that cite regulatory burdens as a top concern.

Other likely positives include a more rational perspective on energy. President Trump has greenlit previously delayed pipeline projects, which will create jobs, including manufacturing jobs.

As promising as the outlook may be, manufacturers and their supporters must remain vigilant. Some of the most needed changes, including infrastructure investment and tax reform, will require hard-won legislation on Capitol Hill.

At the moment, leaders in both parties seem committed to the idea of repairing the nation's crumbling roads and bridges, upgrading our ports and waterways and expanding broadband internet access — but plans for accomplishing these objectives differ widely. Compromise must be reached or the United States stands to lose 2.5 million jobs by 2025 because of infrastructure deficiencies.

We should also seize the opportunity to act on comprehensive tax reform. Sensible changes to America's outdated tax code could add more than 6.5 million jobs over 10 years. Working families should not be asked to give those up because of political infighting.

These are some of the issues the National Association of Manufacturers discussed at the 2017 State of Manufacturing Tour launch in Austin. It's an honor to have had Texas kick off this event. Our manufacturers deserve the national spotlight for facing down economic headwinds, including declining oil prices but still continuing to innovate, expand and steer our state toward a brighter future.

Local industry leaders and our counterparts from across the nation used this unique opportunity to underscore why U.S. manufacturing remains the envy of the world.

The next challenge will be to make American manufacturing even greater than it is today.