

# The Cope...



**INCMA's Monthly Newsletter**

**December 2017**

## **REGISTER NOW FOR INCMA's 2018**

### **LEGISLATIVE SUMMIT**

[Register now](#) for INCMA's 2018 Legislative Summit conference scheduled for Wednesday February 7, 2018 in Indianapolis. This event provides a unique opportunity to interact with State leaders to understand current issues and make sure they understand foundry needs and perspectives. This year's speakers include: IURC Chair Jim Atterholt, AFS Lobbyist Stephanie Salmon, IMA President Brian Burton and more! Event sponsors include: [Waupaca Foundry](#), [Pillar Group Risk Management](#), [KERAMIDA Inc.](#), [ASK Chemicals](#), and [B&L Information Systems](#).

## **NEW WORKFORCE DEVELOPMENT EFFORTS IN INDIANA**

Former LaPorte Mayor Blair Milo recently accepted the challenge of crafting solutions to Indiana's workforce needs when she became Indiana's first Secretary of Career Connections and Talent. Among her priorities: Better coordination of existing efforts, new initiatives, local/regional decision-making, additional work-and-learn opportunities

and more. She shares the vision and some of the steps to help make that a reality for Indiana employers, workers and the state's economic future via the Indiana Chamber's recent podcast - [Listen now!](#)

## **US MANUFACTURERS OPTIMISTIC**

According to the National Association of Manufacturers (NAM), nationally, manufacturers' optimism has risen to an unprecedented high of 94.6 in the fourth quarter of 2017. A majority of CEO



respondents recently surveyed said tax reform would help their businesses, while failure to act would have serious ramifications. [Read more about the survey on CNBC](#).

## **NLRB MOVES TO MAKE CHANGES**

On December 1, 2017, the new General Counsel to the National Labor Relations Board (NLRB),

Peter Robb, issued a memorandum, which sets forth guidelines to the Board's Regional Directors and other officers that makes several critical and immediate changes to Board policy. Some of these changes include:

- Efforts to extend Purple Communications, in which the NLRB held employers must generally allow employees to use the company's e-mail systems for union organizing or group discussion about the terms and conditions of employment during non-work time, to other electronic systems (internet, phones, instant messaging) if employees use those regularly in the course of their work.

- Arguments that an employer's misclassification of employees as independent contractors, in and of itself, violates Section 8 (a)(1) of the NLRA. The Memorandum leaves little doubt that change is coming, and that such change will likely involve the rollback of many decisions issued in recent years. The Board

is also reviewing recent changes related to union organization elections and will be taking comments through February 12th. [More information here.](#)

## **ECONOMY AT A GLANCE**

*As reported by the IMA*

Consumer Price Index - 11/2017: +0.4%  
U.S. Unemployment Rate - 11/2017: 4.1%  
Indiana Unemployment Rate - 10/2017: 3.9%  
Payroll Employment - 11/2017: +228,000 (p)  
Average Hourly Earnings - 11/2017: +\$0.05 (p)  
Producers Price Index - 11/2017: +0.4% (p)  
Employment Cost Index - 3rd Qtr. 2017: +0.7%  
Productivity - 3rd Qtr. 2017: +3.0%  
Unemployment Initial (UI) Claims -12/9/2017: 225,000  
UI Claims 4-Week Average - 12/9/2017: 234,750  
IN Ave Retail Price of Electricity-Industrial Sector - 8/2017: 7.26 cents/kilowatt hour | 22nd least expensive

**INCMA**

**Phone: 317-974-1830**  
**INCMAoffice@ameritech.net**  
**www.INCMA.org**

**...and Drag**