

ASA Western PA Newsletter

Newsletter Subtitle

[DOL Labor Proposal](#)

[Live Webinar - Retainage](#)

[ASA Membership Survey](#)

Upcoming Events

ASA Night @ PNC Park
Live Webinar

ASA Annual Golf Outing

sign up on ASA's
website

www.asawpa.org

Issue: July

July 2015

Dear Member,

This newsletter includes an article that affects all business owners, an upcoming Live Webinar and a Membership Assessment from ASA National. I hope you find this newsletter beneficial.

Department of Labor Proposes New Definition of Nonexempt Worker

On June 30, the Wage and Hour Division of the U.S. Department of Labor proposed to update the current regulation that defines which executive, administrative and overtime employees are entitled to the Fair Labor Standards Act's minimum wage and overtime pay protections. The proposed rule focuses primarily on updating the salary and compensation levels needed for white collar workers to be exempt.



DOL took action in response to a March 2014 memorandum from President Obama which directed the Department "to propose revisions to modernize and streamline the existing overtime regulations." Since then, DOL has met with multiple stakeholders, including ASA, to discuss how best to move forward on the President's directive. This proposed rule shows why we need an association to represent us at the national level. ASA was able to discuss problems with the current definition and to suggest ways to define the differences between exempt and nonexempt employees to help employers both understand the differences and to comply with the rule.

Read more about White Collar Exemption and Highly Compensated Worker Exemption ...[DOL Labor Proposal](#)

Participate in 'Retainage Practice in the Construction Industry' Webinar

ASA members are invited to participate in the chapter's July 30 webinar, "Retainage Practice in the Construction Industry," featuring Dennis Bausman, Ph.D., Clemson University. Many members and other construction subcontractors may recognize Dr.



Bausman. He wrote "Retainage Practice in the Construction Industry" for

FASA's Contractors' Knowledge Quest Research Series published in 2004. In the webinar, which will take place from 4:30 p.m. to 5:30 p.m. Eastern time on Thursday, July 30, Dr. Bausman will discuss the study and provide insight into contemporary attitudes toward the practice. Dr. Bausman will explain the historical trend toward reduction of retainage on construction projects, largely driven by high-profile industry efforts to reduce retainage on projects funded by federal government agencies. He will also examine perceptions about the role and effects of retainage by construction owners, both public and private, as well as architects, construction managers, general contractors, and subcontractors. Registration costs \$50 for ASA members and non-members. [register online](#)

Help Shape the Direction of ASA by Completing Member Needs Assessment Survey

Every ASA member has a part to play in shaping the direction of, and the services provided by, the association. How can you play your part? ASA has emailed an invitation to participate in the [2015-16 Member Needs Assessment Survey](#). "Your responses to this survey will provide information that will help ASA evaluate members' needs and set the strategic direction of the association," said 2014-15 ASA President Brian Johnson, Soil Consultants, Inc., Charleston, S.C. "This survey will essentially help us serve you better, so I encourage your participation." ASA estimates the survey will take about 15 minutes to complete.



If there are topics that you would like to see in the monthly newsletter or would like to contribute to the newsletter, please let me know.

You may sign up for any of the upcoming events on our website.

Sincerely,

Angela Wentz
Executive Director
ASA Western PA