

# PQNDT WAVELENGTH

Fall 2003

A Newsletter for the Quality and Nondestructive Testing Community from PQNDT, Inc.

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## Job Hopping

It used to be that employees went to work for a company and stayed there, sometimes for life. It was not unusual for a person to retire after forty, fifty or more years with a single employer. Stability was an important attribute.

Times have changed. "Job hoppers" are now readily accepted by many employers as a new breed of flexible employees. That may be one reason why one-quarter of all employees have worked at their current job for less than one year. Still, the median number of years the average American worker has been with their current employer is 3.5 years.

Some other interesting employment facts from the U.S. Bureau of Labor Statistics:

- In the past, men have tended to have longer job tenures. But the gap is narrowing. Men now stay with the same employer an average of 3.8 years, while women stay in the same job 3.3 years.
- Age is a factor in employment tenure. Workers 45-54 years old worked for the same employer three times longer than those between 25-34. More than half of all 20-24 year olds had been with their employer less than 12 months.
- Managers and professionals have the highest tenure rate, an average of 4.8 years. The least stable segment was food service workers, with an average of just 1.5 years at the same job.
- Public employees stay at their government jobs more than twice as long as do employees of private sector companies.



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*Source: U.S. Bureau of Labor Statistics*



## New Exemptions from Minimum Wage & Overtime Laws

For the first time in 50 years, the Department of Labor (DOL) proposes to amend its regulations governing "white collar" exemptions from overtime and minimum wage requirements under the Fair Labor Standards Act (FLSA). Currently, the FLSA requires employers to pay overtime (time-and-a-half pay beyond a 40-hour work week) to certain employees who do not fall within the FLSA's "white collar" exemptions.

The DOL proposes to increase the salary threshold below which salaried employees will automatically qualify for overtime to \$425 per week (up from \$155 per week), and to revise the job duties tests used to determine whether executive, administrative, learned professional, creative professional and computer employees earning salaries of \$425 or more per week are exempt. Although the DOL expects that the changes, if adopted, will guarantee overtime to an additional 1.3 million workers earning less than \$425 per week (or \$22,100 annually), the proposed changes are likely to expand the class of salaried employees whose duties render them exempt from overtime.

The following is a summary of the proposed "standard duties" tests which, if satisfied, will exempt an employee earning \$425 per week or more:

**Executive Employees:** Primary duty of managing the enterprise or customarily recognized department or subdivision of enterprise; customarily and regularly directs the work of two or more other employees; and has authority to hire or fire other employees or has particular weight given to recommendations concerning hiring, firing, promotion or other changes in status of other employees.

Additionally, any employee who owns at least a 20% equity interest in the enterprise will be considered an exempt executive.

**Administrative Employees:** Primary duty of performing office or non-manual work directly related to the management or general business operations of the employer or its customers and holds a position of responsibility with the employer, defined as either performing work of substantial importance or performing work requiring at a high level of skill or training.

**Learned Professional Employees:** Primary duty of performing office or non-manual work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of spe-



## New Wage Laws (cont'd.)

cialized intellectual instruction, but which also may be acquired by alternative means, such as an equivalent combination of intellectual instruction and work experience.

**Creative Professional Employees:** Primary duty of performing work requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.

**Computer Employees:** Employees earning \$425 per week, or \$27.63 per hour, and having primary duty of (i) application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional applications; or (ii) design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; or (iii) design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (iv) a combination of duties described in this category, the performance of which requires the same level of skills; and employed as a computer systems analyst, computer programmer, software engineer, or other similarly skilled worker in the computer field.

**Outside Sales Employees:** There is no salary minimum for employees engaged in sales, but such an employee will be exempt if his or her primary duty is making sales; or of obtaining orders or contracts for services or for the use of facilities for which a consideration will be paid by the client or customer and who is customarily and regularly engaged away from the employer's place or places of business.

**Highly Compensated Employees:** The DOL also proposes a special rule for highly compensated employees earning \$65,000 or more annually. Under this rule, such employees will be exempt if they have an identifiable executive, administrative or professional function as described in the standard duties tests above, even though they do not meet all the criteria to qualify for exemption within the category.

Employers should review the exempt status of their employees to determine whether the proposed changes will impact payment of minimum wage or overtime to those employees.

*This article was written for informational purposes only by Margaret H. Paget, an attorney with Sherin and Lodgen, LLP, Boston, MA. For additional information you can contact Attorney Paget at: [mhpaget@sherin.com](mailto:mhpaget@sherin.com).*

## Overtime After 8 Hours?

Is your company required to pay overtime for all hours worked in a day after the employee has put in his standard eight hours? Or can you wait and count up the hours worked during the full week before paying overtime?

The federal Fair Labor Standards Act (FLSA) generally regulates overtime on the basis of a 40-hour week, not on a day-to-day basis. So if your company is subject to the FLSA, you are not required to pay an employee overtime for hours worked in excess of an eight-hour day. The FLSA requires you to pay overtime only for all hours worked in excess of 40 per workweek.

Even if an employee is required to work seven days in a workweek, but his hours in that workweek are fewer than 40, you aren't required by the FLSA to pay him overtime for that week.

However, some individual states have wage and hour laws that do require you to pay overtime after eight hours. Check your state law to be sure.



## The Big Search

The top five most common tactics used by those who hire and those who want to be hired...

*Source: Society for Human Resource Management*

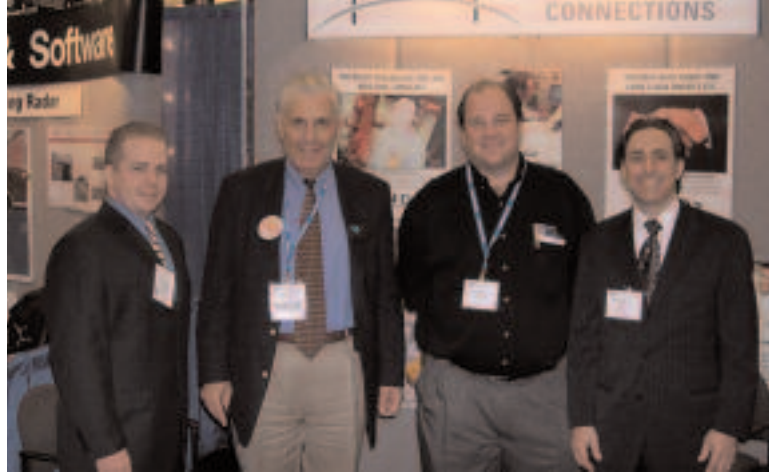


	HR Professionals	Job Seekers
Internet Job Postings	88%	96%
Personal Contact/Networking	95%	95%
Newspaper Ads	96%	95%
Employee Referrals	91%	92%
Online Job Applications	49%	90%

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## ASNT 2003

PQNDT Recruiter Patrick Wilcox, Sotirios J. Vahjaviolos PhD., Chairman, Mike Lange, Chief Executive Officer of CONAM Inspection & Engineering Services, Inc. and Michael Serabian, President PQNDT.



PQNDT President Michael Serabian with Vince Polimeni, Quality Director at GE Aircraft.

Nat Faransso, ASNT President with Michael Serabian.



# PQNDT WAVELENGTH

## ASNT 2003

PQNDT Recruiter Eric Grasso with Dan Toutman, Operations Manager of Conam Inspection & Engineering, Inc.



Jim Treat, Founder and former CEO of Longview Inspection

The PQNDT booth at the ASNT conference in Pittsburgh, PA.



# PQNDT WAVELENGTH

## ASNT 2003

PQNDT's Paul Blaney, Michael Serabian, Larry McSheffery and Eric Grasso at ASNT.



PQNDT Recruiters Patrick Wilcox and Eric Grasso with Billy Wood, Eastern Regional Manager at Fuji NDT Systems

PQNDT Recruiters Paul Blaney and Eric Grasso with Rod Reinholdt, President of Quad City Testing Lab, Inc.



# PQNDT WAVELENGTH

## NEW @ PQNDT

Matthew Anderson has joined the professional staff of PQNDT as a recruiter. Matt will work with a number of our key customers in several industries to help identify and fill NDT job openings, as well as assisting job candidates and contractors seeking employment in the NDT field.



Matt recently completed an extended recruitment project for the U.S. Government, helping to fill thousands of positions in the newly formed Transportation Security Administration.

You can contact Matt via e-mail at:  
[manderson@pqndt.com](mailto:manderson@pqndt.com).

Also joining our staff is Michelle Meier, our new administrative assistant. Michelle will be the friendly voice you hear answering our phones, as well as supporting our recruitment staff in working with clients. You can contact Michelle via e-mail at: [mmeier@pqndt.com](mailto:mmeier@pqndt.com).



PQNDT's Paul Blaney recently addressed the ASNT Connecticut Chapter at their regular meeting.

Speaking of ASNT, be sure to visit our booth at the Fall ASNT conference in Las Vegas next November.



## CLOSING THOUGHT

**“Pray not for lighter loads, but for stronger backs.”**

**Theodore Roosevelt**