



## CUT AND PASTE POST OCTOBER, 2021: PAUSING AND PREPARING

### Pausing For Training

This month, GVHRA members have access to two great workshops focusing on HR legislative and legal issues:

[WAGE AND HOUR & AVOIDING LIABILITY IN MT](#) - October 14, 2021 12:00 p.m.

At GVHRA's Monthly Meeting, Michelle Edmunds, SPHR, SHRM-SCP, will discuss the 2021 Changes to Wrongful Discharge from Employment Act and the impacts of HB-702 (see September 2021 *Cut N Paste Post*.)

[EMPLOYMENT LAW](#) - Friday, October 15, 2021 from 9:00 a.m. – 12:00 p.m.

In this free webinar, attorneys from Crowley Fleck Law Firm will be discussing the following topics:

- The Practical Consequences of HB702
- Using Remote Workers in Montana
- The Employer's Role in Workers' Compensation Claims
- Top 10 Employer Mistakes
- 2021 Changes to the Wrongful Discharge in Employment Act
- Workplace Investigations

For this reason (and, honestly, because I can't find anything earthshattering to share), I decided to take a pause from doing a full blown *Cut N Paste Post*.

### Preparing for a Minimum Wage Increase

Montana Code Annotated §39-3-409, requires the Montana minimum wage to be adjusted annually based on inflation, as measured by the August-to-August change in the Consumer Price Index - all Urban Consumers (CPI-U). The result is rounded to the nearest \$0.05.

On September 30, 2021, the Montana Department of Labor announced that, effective January 1, 2022, the Montana minimum wage will increase from \$8.75 to \$9.20 per hour. This increase corresponds with a 5.25% increase in the CPI-U.

**FUN FACT:** In 2006, when Montana first implemented the statutory COL adjustments, the minimum wage went from \$5.15 to \$6.15 per hour. At that time, the Federal minimum wage was also \$5.15 per hour.

See you next month with a proper *Cut N Paste Post*! Happy Halloween!

