

How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes

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This webinar was designed to help employers keep up with recent developments in the rapidly-evolving area of wage and hour law compliance. These developments include ongoing efforts by federal and state leaders to increase the minimum wage, some of which have been successful. More increases are undoubtedly on the horizon. In addition, this Spring, President Obama instructed the U.S. Department of Labor to revise its wage and hour regulations in an effort to increase the number of workers who are entitled to overtime pay. Compliance with existing regulations remains challenging, and that challenge will only increase when the new regulations take effect. Both federal and state labor departments also continue to focus enforcement efforts on employers that misclassify employees as “independent contractors.” Clearly, staying on top of all of these issues is critical to the well-being of any business. Included in the webinar were discussions of:

- What revamped DOL regulations regarding overtime pay and the white-collar exemptions could mean for how employers evaluate and classify exempt jobs;
- The most likely job classifications/duties that could spark scrutiny by the DOL and the courts—now and going forward—for overtime exemption misclassifications;
- Practical tips for how to tell if employer’s exemption classifications are in need of an overhaul under current FLSA regulations;
- The legal risks of designating employees as independent contractors and recent cases illustrating the key trouble spots that could lead to costly lawsuits and settlements; and
- How to evaluate and reduce liability related to payroll policies, including best practices for ramping up audits of overtime exemption and independent contractor classifications.

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Authored By



Jonathan Sterling

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