



Colorado Automobile Dealers Association

# Fair Labor Standards Act Seminar

## Wednesday, March 10, 2010

***Class Action Lawsuits are now as common as Discrimination Lawsuits***

Objective:

As the U.S. Department of Labor's enforcement of the Federal Fair Labor Standards Act continues to evolve, it is important that employers keep apprised of the current wage and hour laws and their enforcement by the U.S. Department of Labor. This detailed presentation is designed to help you limit your exposure to potentially costly claims and fines and update you on the latest issues under the Federal Fair Labor Standards Act.

	<b>Date / Time</b>	<b>Location</b>
<b>Denver</b>	<b>Wed., Mar. 10th, 2010</b> 8:00am to 10:00am <i>(breakfast included)</i>	William D. Barrow Building CADA Headquarters 290 E. Speer Blvd (SW Corner of Grant/Speer), Denver, CO Phone: 303.831.1722

Highlights of topics include:

- Discussion regarding the current minimum wage laws;
- How to calculate a sales person pay, when a sales person has not earned enough in commission;
- How to determine whether an employee can properly be categorized as exempt from overtime;
- The importance of keeping timesheets and all other wage and hour records on all employees;
- Most common pitfalls for employers under the FLSA;
- Most recent bulletin/guidelines issued by the U.S. Department of Labor.

**PRESENTED BY: TIMOTHY NEMECHEK AND MICHELLE MAGRUDER, NEMECHEK AND MAGRUDER, LLC**

**Timothy L. Nemechek** is a native of Colorado. He received a Bachelor of Arts degree in speech communications from Creighton University in 1983. He received his Juris Doctorate from the University of San Diego in 1986 and was admitted to the Order of the Barristers that year. He began his legal career in Los Angeles in 1986 where he represented self-insured employers, insurance carriers and municipalities in state and federal court. There he gained extensive arbitration and trial experience focusing on general liability and employment claims. He also specialized in the defense of fraudulent claims. More recently, he has defended clients in cases arising under the Colorado Consumer Protection Act, the Equal Credit Opportunity Act, Truth in Lending Act and the Uniformed Services Employment and Re-employment Rights Act.

**Michelle Magruder** received her Bachelor of Arts Degree in Political Science, with honors, from the University of Nebraska-Lincoln. She received her Juris Doctorate from the University of Denver in 1989. She began her legal career as a prosecutor for the City and County of Denver. Ms. Magruder next worked as an Assistant Attorney General with the Colorado Attorney General's office, Labor and Civil Rights Unit. There, Ms. Magruder represented the Colorado Civil Rights Division, the Subsequent Injury Fund, and other state agencies. Upon leaving the Colorado Attorney General's office, Ms. Magruder practiced in the private sector, representing employers, insurance carriers, and other entities in the defense of workers' compensation claims, employment discrimination claims, and general liability claims. Ms. Magruder was one of the founding members of Cairns, Nemechek & Magruder, and LLC. Ms. Magruder has represented private companies, insurance carriers and other entities in the defense of employment discrimination claims and general liability claims.



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**REGISTRATION FORM**

**Fair Labor Standards Act  
Wednesday, March 10, 2010**

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**TO REGISTER, PLEASE RETURN THIS FORM AND PAYMENT OF \$99 / 1<sup>ST</sup> PERSON AND \$89 / ADD'L PERSON**  
CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [*Checks payable to "CADA"*] or [rsvp@coloradodealers.org](mailto:rsvp@coloradodealers.org).

➔ Register for this and other CADA events ONLINE at: [www.coloradodealers.org/registration](http://www.coloradodealers.org/registration)

Dealership Name \_\_\_\_\_ City \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_

E-mail \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_

E-mail \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

Credit Card # \_\_\_\_\_ EXP \_\_\_\_\_  Check to request invoice  
*(Visa / Mastercard / American Express accepted)*

**CANCELLATION POLICY:** CANCELLATIONS MUST BE RECEIVED ONE DAY PRIOR TO THE TRAINING SESSION

**Questions:**

**Registration/Payment:**

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