



Colorado Automobile Dealers Association

Wage & Hour / Fair Labor Standards Act Half-day workshop

Thursday, September 18, 2008

***Class action wage and hour lawsuits are now as common
as discrimination lawsuits***

Objective:

To provide an analytical framework and working knowledge of the Fair Labor Standards Act (FLSA). *Class action wage and hour lawsuits are now as common as discrimination lawsuits.* Despite the 2004 revisions to the Fair Labor Standards Act, wage and hour problems continue to perplex employers in every industry. Participants will learn **common pitfalls to avoid** such as failing to pay overtime to salaried employees who are not exempt or allowing employees to use comp time outside the week when overtime is worked. Most who attend this seminar return to their organization and change one or more pay practices.

Highlights of topics include:

- Coverage and industry exemptions
- Recordkeeping and retention requirements
- Exemptions from overtime: executive, administrative, professional, computer / outside sales
- Calculating **overtime** for commissioned employees (salespersons), salaried non-exempts, etc.
- Changing status for employees who have been improperly classified as exempts
- Compensable hours of work - travel time, training, preliminary activities
- Compensation included in overtime calculations - bonus payments, shift differentials, etc.
- Colorado wage and hour laws
- Child labor regulations
- DOL investigations and enforcement posture

A G E N D A

DATE/TIME: 8:00 a.m. to Noon, **Thursday, September 18, 2008** (*Breakfast included*)

LOCATION: William D. Barrow Building, CADA Offices, 290 East Speer Blvd., Denver

FOR: HR managers, accounting, payroll personnel and anyone who needs to be aware of wage and hour laws



PRESENTED BY **JENNIFER ENGLAND**, STAFF ATTORNEY WITH MOUNTAIN STATES EMPLOYERS COUNCIL (MSEC), EMPLOYMENT LAW SERVICES DEPARTMENT. MSEC IS AN EMPLOYERS ASSOCIATION BASED IN DENVER, ASSISTING MORE THAN 2,500 MEMBERS THROUGHOUT THE MOUNTAIN STATES REGION WITH EMPLOYMENT LAW, HUMAN RESOURCE (HR) CONSULTING, TRAINING AND SURVEY NEEDS. CADA DEALER MEMBERSHIP INCLUDES BASIC-LEVEL MEMBERSHIP WITH MSEC.

SEE WWW.MSEC.ORG FOR MORE INFORMATION ABOUT MSEC.



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REGISTRATION FORM

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TO REGISTER, PLEASE RETURN THIS FORM AND PAYMENT OF \$99*/1ST PERSON AND \$89/ADD'L ATTENDEE

*Includes MSEC in-depth materials and breakfast.

Email: RSVP@coloradodealers.org

CADA, 290 East Speer Blvd, Denver, CO 80203, Fax: 303.831.9100 [Checks payable to "CADA"]

→ Register for CADA events ONLINE at: www.coloradodealers.org/registration

Dealership Name _____ City _____

(1) Name _____ Title _____

E-mail _____ Phone _____ Fax _____

Credit Card #. _____ EXP _____

(Visa / Mastercard / American Express accepted)

Additional registrant from the same dealership (\$89/person):

(2) Name _____ Title _____

--- CANCELLATION POLICY ---

CANCELLATIONS MUST BE RECEIVED TWO DAYS PRIOR TO THE TRAINING SESSION

CONTENT QUESTIONS:

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REGISTRATION/PAYMENT:

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