



2019

**FLSA****compliance****Master Class: Florida**

All-new 2019  
agenda covers  
latest compliance  
requirements and  
breaking updates!

Advanced Skills for Wage and Hour Management

Florida Employers & HR Professionals:

Master wage and hour compliance in 1 day with this in-depth, solution-focused seminar. Avoid costly penalties by staying on top of your state and federal fair labor standard obligations, and add to your professional value by enhancing your advanced practitioner skill set.

**CREDIT INFORMATION:** BLR<sup>®</sup>—Business & Legal Resources is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program is valid for up to 6.25 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).

The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be preapproved for recertification credit.

CLE credit pending



## WHERE AND WHEN:

### Orlando

Hilton Garden Inn Orlando International Airport  
7300 Augusta National Drive  
Wednesday, October 16, 2019



Register Online at [BLR.com/FL-FLSA](http://BLR.com/FL-FLSA) or Call 800-727-5257

# FLSA Compliance Master Class Overview

**BLR's FLSA Master Class Florida** features an all-new agenda on how to tackle the latest compliance challenges stemming from miscalculations of pay, compensation planning practices, salary communication missteps, and more all in an intensive daylong class.

In addition to receiving substantive outlines on how to ensure FLSA compliance and a comprehensive slide deck, you'll also get additional resources, such as:

- FAQs (and answers!) on pay deductions
- DOL fact sheets addressing some of the most confusing provisions of the FLSA
- A wage and hour audit checklist

## Your Presenters: Experienced Florida Employment Law Attorneys



**H** The Law and Mediation Offices of:  
**Tom Harper**  
**G. Thomas Harper**  
Attorney  
The Law and Mediation Offices of G.  
Thomas Harper



**GG** **GERLACH**  
**EMPLOYMENT**  
**LAW**  
**Gregg Gerlach**  
Attorney  
Gerlach Employment Law, PL

## To Enroll:

**Register** online at [BLR.com/FL-FLSA](https://BLR.com/FL-FLSA)

**Email** [EventSales@BLR.com](mailto:EventSales@BLR.com)

**Call** 800-727-5257

**Price:** \$549 (Includes Lunch and Materials)

*Additional discounting available for group training.*

## Top 10 Reasons to Attend This FLSA Master Class in October 2019:

1. You'll learn how to minimize the risk of EEOC, OFCCP, or private lawsuits alleging unfair pay practices by conducting a comprehensive pay equity audit that corrects disparate compensation practices while preserving the all-important "privilege."
2. You'll network with other Florida-based HR professionals and experienced wage and hour attorneys.
3. You'll learn how to analyze required duties tests for each job to ensure that your employees meet the salary and duties tests required for overtime exemption.
4. This master class features a fully interactive workshop wherein your questions get answered, your situations are explored, and your challenges are overcome.
5. You'll study how bonuses factor into the new salary threshold for overtime exemption.
6. You'll review the increased risk of class and collective actions under the FLSA, which could result in financial liability into the millions of dollars.
7. You'll master how to maneuver sensitive salary communication conversations that you should have when converting exempt workers to nonexempt status.
8. You'll review top FLSA timekeeping, hours of work, and recordkeeping pitfalls to avoid and stay off state DOL and federal WHD enforcement officers' radars.
9. Your satisfaction is 100% guaranteed—if this isn't the best wage and hour management class you've ever attended, we'll refund every penny.
10. You'll earn 6.25 PHR/SPHR and SHRM-CP or SHRM-SCP credit hours.

## The Agenda

This program includes networking and lunch breaks. Lunch is provided.

### Registration 7:30 a.m.–8:30 a.m.

### Federal Regulatory, Legislative, and Court Ruling Hot Spots: The Practical Impact of New Standards, Rules, and More 8:30 a.m.–9:15 a.m.

The financial stakes are huge if your company isn't fully compliant with the FLSA and applicable DOL regulations. Also, there are newly proposed regulations on calculating the regular rate of pay and joint employer situations, as well as court rulings that are cause for concern for employers nationwide. We'll cover the latest and how it affects you and your company.

### Overtime-Eligible or Not under the DOL's New Overtime Rules? Part I: Preparing for the Increased Salary Threshold for Exemption with a Comprehensive Strategy for Addressing Salary Communication Issues and More 9:15 a.m.–10:30 a.m.

It's just a matter of time before the DOL's proposed overtime exemption rule becomes final. And, at the moment, there's no telling how long—or short—of a time frame the DOL will give employers to get in compliance once it becomes final. Don't be left scrambling! This session is designed to boil down the practical impact the DOL's final overtime exemption rule will have on companies operating in the United States.

### Networking Break 10:30 a.m.–10:45 a.m.

### Overtime-Eligible or Not under the DOL's New Overtime Rules? Part II: Navigating the Duties Tests to Cost-Effectively Determine Which Employees Should Be Exempt and Nonexempt 10:45 a.m.–Noon

This is a continuation of Part 1's discussion but dives deeper into DOL proposed overtime rules, employee factors for exempt/nonexempt classification, and tips for avoiding a DOL overtime audit.

### Networking Lunch (provided) Noon–1:00 p.m.

### The Ins and Outs of Calculating Overtime in Compliance with the Proposed Overtime Regulations 1:00 p.m.–1:30 p.m.

Now that more employees will likely fall into the nonexempt classification under the DOL's proposed overtime rule changes, it is important to make sure the newly nonexempt are properly tracking their time. We'll explore what a "workweek" is under FLSA rules, payment rules for fluctuating workweeks, and what to include when determining total compensation.

### Pay Equity Audits: How to Analyze and Correct Disparate Compensation Practices by Analyzing Groupings by Job Title, Job Family, Pay Grade, and Overtime Exemption Status and More 1:30 p.m.–2:30 p.m.

This session will outline how to take a proactive and strategic approach when addressing the growing pay equity challenges your organization faces. We'll cover points such as how to establish the all-privilege for your pay equity audit, tips for avoiding claims of gender-based wage discrimination, and what to do if you can't explain a pay disparity.

### Networking Break 2:30 p.m.–2:45 p.m.

### FLSA Timekeeping, Hours of Work, and Recordkeeping Mythbusters: Top Pitfalls for Staying Off State DOL and Federal WHD Enforcers' Audit Radars 2:45 p.m.–4:15 p.m.

This session will put to rest myths that could be exposing your company to costly liability, including tracking time, minimum wage requirements under your state's law, and tips on common final paycheck mistakes.

### Final Questions and Answers 4:15 p.m.–4:30 p.m.

**Register Online at [BLR.com/FL-FLSA](https://BLR.com/FL-FLSA) or Call 800-727-5257**