

Lunch & Learn

Fair Labor Standards Act: Executive, Administrative & Professional Exemptions

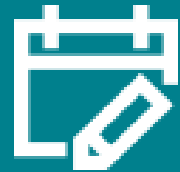


When: Thursday,
November 29
Registration & Lunch:
11:30 a.m.
Presentation:
12:00 p.m. - 2:00 p.m.

Where: NICC Town Clock
Business Center
Room 106A
680 Main Street
Dubuque, IA 52001

Cost: \$29.00 per person

Instructor: MELISSA WRIGHT is the Community Outreach & Resource Planning Specialist for the Des Moines District of the US Department of Labor's Wage and Hour Division. She is responsible for all community outreach and strategic enforcement planning for the district, which encompasses all of Iowa and Nebraska. Melissa was an Investigator for five years prior to this position and conducted many complex investigations relating to the FLSA, FMLA, Davis Bacon Act, and more. She graduated from Drake University and earned both her Bachelor's and Master's Degrees in Public Administration.



To register for:
Class #66720
visit www.nicc.edu/solutions or
call 563.557.8271 ext. 380
Pre-registration is required.

Refund Policy: If a class is cancelled by NICC, a full refund will be issued. No refund will be given if the participant cancels five business days or less prior to class start date. Note that

In this program you will learn about the Fair Labor Standards Act; including current minimum wage and overtime requirements as well as changes being implemented as of December 1, 2016. Attendees will also gain an understanding of the executive, administration, professional and outside sales exemptions and the tests utilized to determine the qualification of a position.

Attendees will learn:

- FLSA – Major Provisions and Coverage
- Hours Worked – Common mistakes of travel, training, on call, and break times – Paid or unpaid?
- Overtime Errors to Avoid – Overtime hours and regular rate issues – Most common FLSA violation
- Independent Contractors – Are they independent contractors or are they really employees?
- Child Labor – What can minors do and when can they work? How to avoid the most common child labor violations
- FLSA – Common misconceptions – What the FLSA *doesn't* require



Iowa Employers' Councils are groups of employers who work in partnership with Iowa Workforce Development to meet the needs of businesses and provide expert information on issues that effect the business community. If you would like to know more about what ECI has to offer, visit www.iowaworkforce.org/eci.

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Iowa Workforce Development is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 2 PDCs. For more information about certification or recertification, please visit shrmcertification.org.

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