

Registration

Federal Wage-Hour webinar

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____ \$200 per person or connection

____ individual session @ \$100 per session
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Harles & Associates

Charles Harles is an attorney in Washington, DC with over 35 years experience representing community based rehabilitation and employment programs.

He was General Counsel of Goodwill Industries International and was Associate Executive Director of the National Association of Rehabilitation Facilities. He obtained his law degree from the University of North Carolina and is admitted to the bar in North Carolina and Washington, DC.



What have people said about Harles & Associates training:

"Thank you so much for putting on such a well thought out Webinar. Your experience and dedication to the subject matter is quite apparent. I especially appreciated how you made everything relatable. Thank you for helping agencies such as ours!"

"Liked when examples were inserted. Brings home that this can happen to all of us. "

2009 FEDERAL WAGE-HOUR WEBINARS

FOR SERVICE PROVIDERS TO PERSONS WITH DISABILITIES



WWW.HARLES.COM

FEDERAL WAGE-HOUR WEBINAR

Special Wage-Hour Concerns

Disability service providers have special wage-hour concerns not faced by other employers. They include the special minimum wage provisions for workers with disabilities under Section 14(c) of the Fair Labor Standards Act.

Organizations that provide residential services must also deal with special rules dealing with staff including sleep time, overtime and exempt status.

DOL is increasing their scrutiny of disability service providers. Investigations are increasing and back wage liabilities can easily exceed \$100,000 to say nothing of the adverse publicity that can result. In 2007 DOL conducted 247 investigations where 4663 workers with disabilities were paid \$1.286 million in back wages.

Why a webinar?

- lower cost in difficult times
- high airfares and hotel costs
- key staff need not travel

With this webinar your staff can get this specialized training at their own desk. Different staff can attend different sessions. The webinar format will allow interactivity with the presentation. Extensive handouts will be provided via e-mail, including the DOL Field Operations Handbook.

Agenda for Wage-Hour Webinar

This five hour interactive webinar will provide a comprehensive review of special wage-hour rules and regulations. A more detailed agenda can be requested at webinar@harles.com.

The Webinar is presented in four sessions ranging from one hour to an hour and a half each.

Day 1 – session one – 1.5 hours

Overview and prevailing rates

Day 1 – session two – 1.5 hours

Productivity Measurement

- hourly rates
- piece rates

Day 2 – session one – 1 hour

when are clients employed? Who must be paid when and for what.

- training
- down time
- clients as volunteers

Day 2 – session two – 1 hour

staff issues

including exempt status, overtime and residential staff issues

Scheduled Webinars for 2009

- January 13–14, 2009*
- February 10–11, 2009
- March 10–11, 2009*
- April 7–8, 2009
- May 12–13, 2009*
- June 8–9, 2009
- July 14–15, 2009*
- September 15–16, 2009
- October 20–21, 2009*
- November 17–18, 2009
- December 15–16, 2009*

Each webinar will consist of four sessions over two days. Dates with an * will have only afternoon sessions to accommodate west coast time. Other webinars will have a morning and afternoon session each day.

Each webinar can accommodate 40 connections. Additional webinars will be scheduled if necessary. All dates and times are subject to change. Please call or e-mail for confirmation of your registration.

Instructions and the website and conference call (toll) will be provided after registration and payment.

Contact us for more information:

Charles Harles
Harles & Associates
PO Box 15318
Washington, DC 20003
202-546-2847
webinar@harles.com
www.harles.com