

**Indiana Chamber of Commerce  
Wage and Hour Law Seminar  
July 22, 2010**

- 8:30 a.m. Registration and Continental Breakfast**
- 9:00 a.m. Welcome and Opening Comments**  
*David J. Carr, Ice Miller LLP*
- 9:15 a.m. Enforcement and Litigation—what you are here to avoid and why**
- Avoiding Litigation
  - Class and Collective Actions
  - Recent Decisions of Note
- David J. Carr, Ice Miller LLP*
- 10:15 a.m. Break**
- 10:30 a.m. Equal Pay and Child Labor Laws**  
*Lindsay C. Ramsey, Ice Miller LLP*
- 11:00 a.m. Coverage and Exemptions**
- New DOL Regulations – An Update
  - White Collar – salary basis requirement
  - White Collar – primary duty tests – Exec, Adm, Prof
  - Outside Sales
  - Other exemptions: MCA, §7(i)
  - Independent Contractors
  - Volunteers/Interns
- Ryan M. Poor, Ice Miller LLP*
- 12:00 p.m. Lunch (provided)**
- 1:00 p.m. Wage Garnishment, Child Support, and Government Contractors**  
*Cara J. Ottenweller, Ice Miller LLP*
- 1: 30 p.m. Calculation of Overtime**
- Regular Rate Inclusions/Exclusions
  - Bonuses and Other Incentive Compensation
  - Commissions and Piecework
  - Salaried Employees
  - Two or more rates paid in same week
  - Special Rules: 8&80 plan, Police/Fire, Compensatory Time Off
- Paul C. Sweeney, Ice Miller LLP*

**2:30 p.m. Break**

**2:45 p.m. Compensable Working Time**

- Suffer/permit and "off the clock" work
- On-Call Time
- Training Programs
- Travel Time
- Other: Medical care, sleep time, meal breaks, rest breaks

*Germaine W. Willett, Ice Miller LLP*

**3:30 p.m. Payment of Wages**

- Impermissible deductions
- Rounding
- Non-cash payments treated as wages
- Indiana Wage Payment Act and deductions for overpayment, etc., timely payment
- Vacation pay and related issues

*Paul H. Sinclair, Ice Miller LLP*

**4:30 p.m. Q and A**

**4:45 p.m. Adjourn**