

# Indiana Wage & Hour Law Seminar

July 22, 2010 • Indiana Chamber Conference Center

Does your company know how to avoid hefty fines and penalties? Don't miss this important seminar to be sure your company is up to date!

Presented by:

**ICEMILLER** LLP  
LEGAL COUNSEL



2010 Human Resources Training Series sponsor



**Indiana Chamber**

*The Voice of  
Indiana Business.*<sup>®</sup>

Learn to avoid  
litigation and collective  
action lawsuits!

**Indiana Chamber**  
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## Why You Should Attend

U.S. companies currently face an onslaught of payroll practice based litigation which, because of class action and collective action aspects, risks ruining any company so attacked. The Indiana Chamber, along with Ice Miller LLP, does not want your company to be subject to such litigation, so we are offering the Indiana Wage and Hour Law Seminar. Make sure you are in compliance with federal wage laws by attending this important seminar. This primer on the applicable state and federal wage and hour laws will help the participant issue spot and direct his/her operation away from areas of legal danger and non-compliance.

## Who Should Attend

The Indiana Wage and Hour Law Seminar is ideal for management-level human resources and payroll/accounting executives responsible for compliance with wage and hour laws. Also, send your HR directors and supervisors as well as payroll and personnel managers.

## What Past Attendees Say

"The speakers were knowledgeable, friendly and very informative. I learned a lot from them. I especially liked that they networked with us at lunch and during breaks."  
*Misty Centers, Acrux Investigation Agency, Lakeview, OH*

"Some of the most well-organized and detailed information of any seminar I have been to."  
*Christine Thomas, King Systems, Noblesville*

"The laws were explained in a much less ambiguous manner than other seminars I have attended."  
*Anita Worrick, Taylor University, Upland*

"Time went very fast! Enjoyable, not boring, good info."  
*Mary C. Beatty, RN, Mason & Hanger, Newport Chemical Dept, Newport*

"Paul Sinclair was great and funny, and said to call him for any advice!"  
*Sara Lewellyn, Idemitsu Lubricants America Corp., Jeffersonville*

"I always learn something new each year I come; I get an update on case law and what has changed."  
*Alyce Hammond, Thermo Fisher Scientific, Indianapolis*

## Indiana Wage & Hour Law Seminar

- 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

# Seminar – July 22, 2010

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**

## Your Speakers



David Carr



Cara Ottenweller



Ryan Poor



Lindsay Ramsey



Paul Sinclair



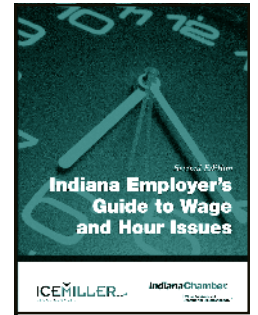
Paul Sweeney



Germaine Willett

## Indiana Employer's Guide to Wage and Hour Issues

If you have employees and a payroll, then we don't need to tell you how complex and confusing wage and hour issues can be, even if you don't deal with them on a daily basis. There are many responsibilities and requirements that employers must understand and comply with, beginning with the Fair Labor Standards Act.



In order to assist you, the Indiana Chamber and the law firm of Ice Miller LLP have published the second edition of the *Indiana Employer's Guide to Wage and Hour Issues*. It is a plain-English, simple reference guide designed to assist you in complying with state and federal wage and hour laws and regulations. It covers compensable working time, paying employees, calculating overtime, recordkeeping and posting requirements, the Equal Pay Act, garnishments, exempt vs. non-exempt employees and much more. **The guide is available for \$85. To order, call (800) 824-6885 or (317) 264-6885. Check out our new E-pub options at [www.indianachamber.com/publications](http://www.indianachamber.com/publications).**

Also, be sure your mandatory employment posters are current. Sets are \$45 and Indiana Chamber members receive 25% off.

## Human Resources Specialist Certificate Program

The Indiana Chamber of Commerce is pleased to sponsor a Human Resources Specialist Certificate program to recognize educational achievement and professional excellence.

The ongoing certificate curriculum is comprised of top-quality, need-to-know seminars designed to help you do your job effectively. Enrollment in the certificate program will demonstrate your continuing efforts toward compliance with state and federal regulations.

**Enroll today for only \$69**

To enroll in the certificate program or for more information, please call (800) 824-6885.

**HR Specialist Certificate Credit = 1**

## Location Information

Indiana Chamber Conference Center  
National City Center  
115 W. Washington St., 8th Floor, South Tower  
Indianapolis, Indiana

## Hotel Information

For overnight rooms, please contact the Hyatt Regency Indianapolis at (317) 632-1234. The Hyatt is conveniently located in the same building as the Indiana Chamber Conference Center. For discounted room rate, please request the Indiana Chamber volume account, corporate ID #55737 (*subject to availability*).

## Cancellation Policy

All cancellations must be received in writing. A \$25 processing fee will be charged for all cancellations. Cancellations received after July 8, 2010, will be issued a credit certificate, less a \$25 processing fee. Credits can be used toward any future Indiana Chamber conference(s) for up to one year. Credit is fully transferable. Substitutions are welcome at any time, but requested in advance of the conference.

## Indiana Chamber HR Helpline

When members of the Indiana Chamber of Commerce were recently polled regarding their benefits, the overwhelming majority indicated that the most valuable benefit of their membership is the Indiana Chamber HR Helpline!

The HR Helpline is FREE consulting from George Raymond, the Chamber's vice president, human resources and labor relations, that can save your company thousands of dollars in potential non-compliance penalties, fines and lawsuits.

**HR Helpline - (317) 264-6866**

This confidential expert resource can answer your questions on employment law and human resources issues, including hiring and firing, FMLA, ADA, EEO, FLSA and worker's and unemployment compensation. If you are already a member, be sure to take advantage of this free benefit. If your company is not a member and would like information on how to join the Indiana Chamber, contact Tom James at (317) 264-3793.

## Registration Form

INDIANA WAGE & HOUR LAW SEMINAR  
JULY 22, 2010

**Indiana Chamber**

The Voice of  
Indiana Business.®

**Contact:** Indiana Chamber

**Address:** P.O. Box 44926

Indianapolis, IN 46244-0926

**Phone:** (317) 264-6885 or (800) 824-6885

**Fax:** (317) 264-6855

**E-mail:** seminars@indianachamber.com

**Web site:** www.indianachamber.com

### 1. Attendee Information *(Please Print or Type)*

Copy form for additional registrants.

Organization Name \_\_\_\_\_

Name \_\_\_\_\_

Title \_\_\_\_\_

E-mail \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Approving Manager (Name) \_\_\_\_\_ (E-mail) \_\_\_\_\_

Phone ( \_\_\_\_\_ ) \_\_\_\_\_ Fax ( \_\_\_\_\_ ) \_\_\_\_\_

Special Accessibility or Dietary Needs? \_\_\_\_\_

### 2. Registration Fees

Bill me

Check enclosed (*payable to Indiana Chamber of Commerce*)

VISA    MasterCard    American Express

# \_\_\_\_\_ Exp. \_\_\_\_\_

Signature x \_\_\_\_\_

### 3. Registration Information

\$329 - List Price

\$299 - Indiana Chamber Member Discounted Price

**Send 3 and the 4th person is FREE!**

*An income tax deduction may be allowed for educational expenses incurred to maintain or improve professional skills.*