

Indiana Wage & Hour Law Seminar

July 16, 2026 | Indiana Chamber Conference Center, Indianapolis

PRESENTED BY

IceMiller

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8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome and Opening Comments

David J. Carr, Ice Miller LLP and Jennifer George, Indiana Chamber of Commerce

9:10 a.m. Wage and Hour Hot Topics

- The gig economy: An update
- Employees versus independent contractors
- Annual Walk of Shame
- Mega issues and mega mistakes

David J. Carr

10:20 a.m. Pay and Child Labor Laws

Charles E. Bush

10:50 a.m. Break

11:00 a.m. Coverage and Exemptions

- Status of overtime rules: Any updates?
- White collar: Salary basis requirement
- White collar: Primary duty tests (executive, administrative and professional)
- Outside sales
- Other exemptions: MCA, §7(i)
- Volunteers/interns

Ryan M. Poor

12:00 p.m. Lunch (provided)

1:00 p.m. Strategically Addressing Talent and Workforce Challenges

The Institute for Workforce Excellence, an affiliate of the Indiana Chamber, partners with employers to strengthen talent development strategies through expert guidance, practical training, and proven workforce resources.

Sally Saydshoev, Executive Director, Institute for Workforce Excellence (HR Series Sponsor)

1:15 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 and rest breaks

Emmanuel Boulukos

2:15 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 and 80 plan, police/fire, compensatory time off

Hannah Oates

3:05 p.m.

Break

3:15 p.m.

Wage Garnishment, Child Support and Government Contractors

Kayla Ernst

3:45 p.m.

Payment of Wages

- Impermissible deductions
- Indiana Wage Payment Act and deductions for overpayment, timely payment, etc.
- Vacation pay and related issues
- New in 2025: Changes to Indiana state wage laws

Paul C. Sweeney

4:45 p.m.

Adjourn