

# Wage and Hour Update

Wage and hour claims are today's single greatest law employment risk. This class addresses the latest developments in wage and hour regulations, including Fair Labor Standard Act (FLSA) and Family and Medical Leave Act (FMLA) updates. Learn to recognize the most common violations and establish powerful, affirmative defenses that can reduce an organization's risk profile.

- Inform the attendees of the latest regulatory developments pertaining to FLSA including work hours, overtime common errors, child labor (including summer work), record keeping requirements, and travel time
- Inform attendees of the latest regulatory developments pertaining to FMLA including coverage, employee responsibilities, employer responsibilities, what can an employer do when questioning the taking of leave, and what are some problems commonly seen
- Familiarize attendees with the most common violations of the FLSA and FMLA
- Provide strategies to avoid the common violations
- Provide answers to attendee's questions

JR Schemmel works for the US Department of Labor, Wage and Hour Division as a Compliance Officer. He has been with the agency since 1995. JR graduated from Grandview College with degree in Criminal Justice and is based out of the Cedar Rapids DOL office. His agency enforces overtime, minimum wage, child labor, FMLA, Davis Bacon, and other related acts.

## Meeting Details

When: August 26, 2015  
8:30 am — 11:30 am

Where: NICC Town Clock  
Business Center  
Room 106A

680 Main Street

Dubuque, IA 52001

Cost: \$29.00 per person

Space is limited so reserve a space today!



**Recertification Credit Hours Applied for: 3.0**

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**To register for: Class #42630**

go to: [www.nicc.edu/solutions](http://www.nicc.edu/solutions) or call 563.557.8271 ext. 380

Pre-registration is required.

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**Refund Policy:**

If a class is cancelled by NICC, a full refund will be issued. No refund will be given if the participant cancels 5 business days or less prior to class start date. Note that some fees are not refundable.

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