

**For Immediate Release**

Date: April 23, 2008

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**Southwest Iowa ECI Federal Wage and Hour Updates: Family Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), Polygraph Testing and Federal Child Labor Laws**

**COUNCIL BLUFFS, IOWA** – In today's litigious society, employers face potential legal pitfalls nearly every day in the workplace. The Southwest Iowa Employers' Council and Iowa Workforce Development will host a training session for employers about "Federal Wage and Hour Updates: Recent Changes in the Family Medical Leave Act (FMLA) the Fair Labor Standards Act (FLSA), Polygraph Testing and Federal Child Labor Laws". This training will be held on Wednesday, May 14, 2008 from 11:30 to 1:30 pm. at the Community Hall in Council Bluffs. All employers, supervisors, human resource personnel, recruiters, attorneys, paralegals, business owners, line managers and payroll staff are invited to attend. Pre-registration is requested to Carol Morgan, (712) 242-2131 or [carol.morgan@iwd.iowa.gov](mailto:carol.morgan@iwd.iowa.gov). There is a minimal registration fee to attend which includes handouts, lunch and meeting expenses. This program has been approved for 2.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI) and a certificate will be provided. The Community Hall is located at 205 South Main Street, Council Bluffs, Iowa.

Featured speaker will be Richard Tesarek, Assistant District Director of the Department of Labor, Federal Wage and Hour Division, Omaha Area Office.

Program topics include:

- What new FMLA rules mean for military families and their employers
- New qualifying reason for FMLA leave; new FMLA leave entitlement
- Overview of the FMLA Updates; the do's & don'ts of compliance
- Overview of the FLSA updates; avoiding Wage and Hour liability by building an effective compliance program
- The most significant FLSA risks faced by employers today, including employee misclassification, meal and rest periods, overtime, off-the-clock work, etc.
- Review of Compliance Strategies: Wage & Hour Policies, complaint & investigation procedures, audits & training employees
- Overview of Polygraph Testing
- Federal Child Labor Law Updates: do all employers need to comply with Child Labor Laws?
- Hours and occupations teens ages 14-17 can work. Penalties for non-compliance
- This is a "hold-harmless" informational session; any and all questions are welcome!

Richard J. "Rich" Tesarek is the Assistant District Director of the Omaha, NE Area Office of the US Department of Labor, Wage and Hour Division. Rich started his career as a Wage and Hour Investigator in Omaha in 1978, promoted to his present position in 1997. He is responsible for the state of Nebraska and the western third of Iowa, supervising a staff of 9 investigators. He holds a JD (1984) from Creighton University in Omaha.

The Southwest IA Employers' Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers' Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employer's group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan at (712) 242-2131 or [carol.morgan@iwd.iowa.gov](mailto:carol.morgan@iwd.iowa.gov) for more information about the Southwest Iowa ECI group.

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