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# Wage and Hour Regulations... Are You in Compliance?

**Prerequisites:** None

**Schedule:** 8:30am – 3:00pm

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## About the Seminar

This seminar covers wage and hour issues that companies face on a regular basis. Class action wage and hour lawsuits are one of the most common lawsuits seen today. When the Wage & Hour Department comes on site, it is rare that they look at just one job or job group. One Charlotte area company recently was cited for millions of dollars in back wages and damages because of misclassification of employees. Come learn the issues involving Exempt and Non-Exempt Employees, North and South Carolina Wage Payment, and other General Issues.

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## Seminar Outline

### Exemption Issues

- How do you determine if an employee should be classified as 'exempt'?
- What are the tests you use to determine if an employee is exempt?
- Are all 'salaried' employees automatically classified as exempt?

### Non-Exempt Issues

- Can a non-exempt employee be paid on a salaried basis?
- When do you have to pay for meeting or training time?
- How do you calculate the pay for a non-exempt employee who travels?
- Do you have to include bonuses/commissions in the calculation of overtime?
- Do you have to pay an employee when 'on-call'?
- Can you pay a non-exempt employee less than 1.5 times their regular rate of pay if they work overtime?

### North and South Carolina Wage Payment Issues

- Do you have to pay out unused vacation time when an employee leaves your company?
- Do you have to pay out promised commissions/bonuses when an employee leaves your company?
- Can you hold an employee's final paycheck until they return company equipment/property?
- Can you make a deduction from an employee's paycheck when they damage/lose company property?

### General Issues

- Do you have to give breaks and meal periods to your employees?
- Is there a limit to the number of hours you can require an employee to work in a day/week?
- Do you have to reimburse an employee for mileage when they drive their personal vehicle on company business?

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