

# New DOL Regulations, Conducting Internal Wage and Hour Audits, Independent Contractor Misclassification, and more!



## DON'T MISS THIS INFORMATIVE SEMINAR!

Wednesday, September 9, 2015

9:00—10:30 am

This program will focus on new regulations, Wage and Hour compliance, conducting internal audits, handling DOL investigations, evaluating and compliance issues regarding independent contractor relationships, Davis-Bacon and OFCCP compliance, and top ten mistakes employers make regarding Wage and Hour Compliance. You will learn about the latest information and proposed regulations by Department of Labor ("DOL"), which if they remain as proposed will more than double the current minimum salary level for white collar exemptions how to protect your company if your company is audited during one of the 200 new DOL Investigations that were recently announced in Arizona.

After attending this program, you will:

- ☑ Learn how to conduct a self audit of your company's wage and hour compliance;
- ☑ Learn about top 10 mistakes employer's make when DOL comes knocking;
- ☑ Learn proper way to calculate overtime, weighted average, piece time and the fluctuating workweek;
- ☑ Learn how many independent contractor relationships are not in compliance with applicable laws and regulations and what companies should do to evaluate their independent contractor arrangements;
- ☑ Learn strategies on how to ensure time cards and time keeping documentation is compliant and assists in providing a defense from employees who claim that the time records are not accurate.
- ☑ Learn how to evaluate salaried exempt positions and non-exempt positions and what steps companies might need to do based on new proposed regulations.
- ☑ Learn tips regarding handling DOL audits;
- ☑ Learn about providing responses to requests for production of documents to DOL, following up, employee interviews, negotiations and responding to drafts of final assessments.
- ☑ Learn about administrative hearing process if a company chooses to contest final DOL assessments.
- ☑ For government contractors, learn tips regarding Davis-Bacon compliance, certified payroll, travel and lodging records and policies;
- ☑ For government contractors, learn tips regarding area practice surveys, calculating fringe benefits, and top ten mistakes government contractors.



Julie Pace

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Julie Pace's practice handles employment law, handbooks, drug and alcohol policies, I-9 and EVerify compliance, OSHA, independent contractor and alleged misclassification issues with DES and other government agencies, confidentiality and anti-solicitation of customers, and defends claims of sexual harassment, employment discrimination, retaliation, whistleblower, and wrongful discharge, and against charges by the EEOC or ACRD. She handles matters involving OSHA, ICE, OFCCP, DOL, NLRB, ADA and healthcare, ADA, FMLA, ERISA, and wage and hour laws. She regularly provides training to companies and assists with investigations.

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## Seating is limited!

**RSVP to**

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**Recertification Credit Hours Awarded: 1 General**



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