

# Fair Labor Standards Act in Illinois

Naperville, IL • May 6, 2011 • ID# 387420



**Bring a Colleague –  
Save \$150**

(Includes Free Manual)

## Are you tangled in a web of confusing wage and hour laws?

Recently, the U.S. Department of Labor announced a nationwide campaign designed to push employees towards the Department of Labor's Wage & Hour Division. The new campaign will address such topics as rights in the workplace and how to file a complaint with the Wage & Hour Division to recover wages owed. Similarly, the Illinois Department of Labor is in full force pursuing employers for wage/hour violations throughout Illinois - especially in light of tough new laws designed to severely punish employers for known and unknown violations of law. The government's new crackdown on employers is coming at a time when employee wage/hour lawsuits and the dreaded Class Action are at an all-time high. This trend will no doubt continue. Register today and be prepared for this growing onslaught of wage/hour enforcement and litigation.

## Benefits for You

- Stay up-to-date on new laws and critical legal developments
- Learn how policies and practices can avoid or minimize claims, lawsuits and class actions
- Determine which employees are exempt from federal and Illinois wage and hour law
- Find out what compensable working time really is

Priority Code 15800

## Faculty

**Heather A. Bailey, SmithAmundsen LLC**

**Allison L. Chaplick, SmithAmundsen LLC**

**Jeffrey A. Risch, Esq., SmithAmundsen LLC**

**Sara Stertz Zorich, SmithAmundsen LLC**

For more information about our speakers, go to [www.lorman.com/ID387420](http://www.lorman.com/ID387420).

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**REGISTER NOW • [www.lorman.com/ID387420](http://www.lorman.com/ID387420)**

*This seminar will be presented by Heather A. Bailey, Allison L. Chaplick, Jeffrey A. Risch, Esq. and Sara Stertz Zorich.*

8:00 AM – 8:30 AM	<b>Registration</b>
8:30 AM – 9:20 AM	<b>Introduction to Wage and Hour Laws</b> <ul style="list-style-type: none"> <li>• Federal Law <ul style="list-style-type: none"> <li>– FLSA</li> <li>– Equal Pay Act</li> <li>– EEO Laws</li> </ul> </li> <li>• Illinois Law <ul style="list-style-type: none"> <li>– Wage Payment and Collection Act</li> <li>– Minimum Wage and Overtime Laws</li> <li>– One Day Rest in Seven Act</li> <li>– Equal Pay Act and EEO Laws</li> </ul> </li> <li>• Interaction of the Federal and Illinois Laws</li> </ul>
9:20 AM – 9:50 AM	<b>Payment of Wages</b> <ul style="list-style-type: none"> <li>• Wages Defined</li> <li>• Time of Payment and Direct Deposit</li> <li>• Termination Pay</li> <li>• Vacation Pay</li> <li>• Commissions and Bonuses</li> </ul>
9:50 AM – 10:00 AM	<b>Minimum Wage Requirements</b> <ul style="list-style-type: none"> <li>• General Rate</li> <li>• Applicability</li> <li>• Youth Rate</li> <li>• Tipped Employees</li> </ul>
10:00 AM – 10:10 AM	<b>Break</b>
10:10 AM – 12:00 PM	<b>Overtime Compensation</b> <ul style="list-style-type: none"> <li>• Basic Premise</li> <li>• Exemptions (Current FLSA Exemptions vs. Illinois Law) <ul style="list-style-type: none"> <li>– Miscellaneous Exemptions</li> </ul> </li> </ul>

12:00 PM – 1:00 PM	<b>Lunch (On Your Own)</b>
1:00 PM – 2:10 PM	<b>Working Time/Hours Worked</b> <ul style="list-style-type: none"> <li>• Compensable vs. Non-Compensable Examples</li> <li>• Waiting Time</li> <li>• On-Duty vs. Off-Duty</li> <li>• Split Shifts and Layover Time</li> <li>• On-Call Time</li> <li>• Break Periods</li> <li>• Training Programs, Lectures and Meetings</li> <li>• Travel Time</li> <li>• Unauthorized Work</li> <li>• One Day Rest in Seven</li> <li>• Donning and Doffing (Uniforms, Work Clothes and Protective Equipment)</li> </ul>
2:10 PM – 3:00 PM	<b>Payroll Withholdings</b> <ul style="list-style-type: none"> <li>• Tax Issues</li> <li>• Deductions</li> <li>• Wage Assignments</li> <li>• Child Support Orders</li> <li>• Wage Garnishments</li> </ul>
3:00 PM – 3:10 PM	<b>Break</b>
3:10 PM – 4:00 PM	<b>Avoiding Claims, Lawsuits and Class Actions</b> <ul style="list-style-type: none"> <li>• Illinois Personnel Records Review Act</li> <li>• General Requirements</li> </ul>
4:00 PM – 4:30 PM	<b>Questions and Answers</b>

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Register Online at [www.lorman.com/ID387420](http://www.lorman.com/ID387420)

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**MAIL:** Mail this form with payment information to:

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**SEMINAR ID:** 387420

## Where Is It?

University of Illinois  
 Business & Industry Services  
 1100 East Warrenville Road  
 630-505-0500  
 Naperville, IL

## Who Will Be There?

This seminar is designed for human resource managers, payroll managers, presidents, vice presidents, controllers, office managers, accountants and attorneys.