

## How to Manage the Minefield of Wage and Hour Regulations as a Healthcare Employer

### Seminar

June 20, 2011 | 9:00 a.m. - 12:30 p.m.  
Garvey Schubert Barer, Seattle, WA

### Contact

Jared Van Kirk

So, you think your health care organization is complying with all the wage and hour laws? Most employers believe they are managing as well as can be expected. According to recent U.S. Department of Labor (DOL) surveys, however, an estimated 80% of employers are NOT in compliance with federal and state wage and hour laws.

The DOL's Wage and Hour Division has targeted the health care industry (among other selected industries) for enforcement actions, and recently hired more investigators to conduct audits. Meanwhile, Washington state class-action plaintiffs' attorneys are mining wage and hour claims and collecting sizeable damages under state and federal law. Unions are also getting on the bandwagon, enhancing their visibility and credibility with employees by pursuing wage claims both in court and through arbitration to ensure management does things "by the book".

As a number of "out-of-compliance" employers can attest, getting the wage and hour laws right can be difficult. This is especially true for healthcare organizations with around-the-clock shifts, off-site home care, pay differentials that affect the regular rate of pay, forms of premium pay that affect overtime calculation, pagers that go off during rest or meal breaks, and workers who may be unknowingly misclassified – either as exempt when they should be nonexempt, or physicians as independent contractors when they should be employees.

Come join Julie Kebler, Jared Van Kirk and Rachel Sage for a half-day seminar (9:00 a.m.– 12:30 p.m.) with a working lunch, where we will delve intrepidly into the most confusing and complicated wage and hour issues. Refresh your knowledge of the wage and hour laws (Federal and Washington), learn about

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the most common traps for the unwary, and leave with effective tools for managing your organization's exposure to wage and hour claims.

**Register:**

Click button to register:

RSVP by June 17.

**Cost:**

Complimentary. Lunch will be provided.

**Parking:**

Complimentary parking available.

**Questions:**

Contact [Lauren Feeney](#) or (888)768-5939 x1301