



## Fair Labor Standards Act Crackdown: Understanding and Eliminating the Most Common Errors

**Tuesday, April 13, 2010 - 2 p.m. ET / 11 a.m. PT**

In fiscal year 2008, the Department of Labor's Wage and Hour Division recovered more than \$185 million in back wages for more than 228,000 underpaid employees. The vast majority of this recovery (88 percent) was due to incorrect overtime practices. Depending upon the size of the workforce and the extent of the violations, these types of back-pay awards can be financially devastating.

While government-initiated FLSA audits have always been a possibility, newly appointed Labor Secretary Hilda Solis is sending a clear message to employers that workplace enforcement will be one of her top priorities. Secretary Solis and the Obama administration have already increased the DOL's budget by massive amounts to, in part, hire as many as 500 additional full-time enforcement personnel for employer audits.

Faced with the increased likelihood of government audits and the growth of FLSA "class action" lawsuits, employers are well advised to proactively examine their FLSA practices and to verify compliance. This webinar is specifically designed to provide employers with the tools and insight necessary to do exactly that.

**PRESENTERS:** **Mark McQueen**, Partner - Spencer Fane Britt & Browne LLP. For more than 20 years, Mark has been representing and educating management exclusively in the areas of human resource counseling, interpreting the most complex employment legislation and defending employers' personnel practices.

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