

## 2011 FALL EMPLOYMENT LAW SEMINAR

Date	9.21.2011, 9.22.2011, 9.29.2011
Time	8:00am to 10:45am
Location	Pleasanton, San Jose, Santa Cruz

### **Pay Now, or Pay More Later? Avoiding Expensive Mistakes in Classifying and Paying Personnel**

This breakfast seminar will provide an in-depth review of the complicated wage and hour rules that apply to all California employers.

California's wage and hour rules vary significantly from federal legislation, and expensive complications can arise from such issues as daily overtime, on-call pay, meal breaks, deductions, and termination pay. California's laws also present extra challenges for employers with multi-state operations.

In our comprehensive seminar, you'll learn of current developments in California law regarding wages, hours, and working conditions, and identify the areas that can put a company at risk for litigation.

#### **Discussion Topics Include:**

- California v. federal rules
- Exempt and non-exempt employees under California's Wage Orders
- Rules for wage payment, deductions, record keeping and overtime pay
- Proper procedures for developing and implementing flexible work schedules
- Wage issues related to terminations, layoffs and relocations
- Going green and the implications of a paperless payroll system
- The current status of the meal and rest break rules
- Expense reimbursement
- Classification of workers as independent contractors
- The penalties for noncompliance and misclassification

#### **Who Should Attend:**

Business owners and managers, CEOs, CFOs, COOs, attorneys, human resource professionals – anyone who has at least one employee!

## Registration Details:

**This fall we are hosting our inaugural Santa Cruz County seminar.** If you would like to learn more about attending the seminar at this location, please contact Mandy Ozols, [mao@hogefenton.com](mailto:mao@hogefenton.com) or 408.947.2487.

Registration fee is **\$35 for non-Hoge Fenton clients**, and includes program materials and a Continental breakfast.

**If you are a client**, please contact Mandy Ozols, [mao@hogefenton.com](mailto:mao@hogefenton.com) or 408.947.2487, to register at no charge.

Written materials are included. 2 hours of MCLE/CPE and **2.5 hours of HRCI credits** will be provided.

## Related Attorneys

- Sarju A. Naran