

PLEASE JOIN
CLIFTON BUDD & DeMARIA, LLP
FOR A SPECIAL BREAKFAST BRIEFING
**PROBLEM AREAS IN WAGE-AND-HOUR LAW AND
HOW TO AVOID THEM**



Tuesday, February 24, 2009

8:30 a.m. to 10:30 a.m.

**Registration and Continental Breakfast
Starting at 8 a.m.**

at the

Yale Club

50 Vanderbilt Avenue

The Saybrook Room

Please join us for this informative breakfast briefing.

**Call Maire Liota at Clifton Budd & DeMaria, LLP
for reservations at (212) 687-7410.**

Your company is more likely than ever to experience a potentially costly wage-and-hour claim. The government has stepped up enforcement efforts, workers have become more cognizant of their rights, and the law is fraught with pitfalls that create liability even for sophisticated employers. **This seminar will highlight areas of wage-and-hour laws that are frequently the subject of government investigations and private lawsuits. We will discuss the proper way to deal with the following issues:**

- **Classifying workers as employees or independent contractors** – Many employers compensate workers under their direction or control as independent contractors when it is improper to do so.
- **Classifying workers as overtime exempt or non-exempt** – Employers are often under the impression that salaried employees are automatically exempt. Recently, the overtime exemption has been challenged for some positions employers have long thought to be exempt.
- **Identifying compensable time** – The concept of compensable time includes more than simply the time an employee spends performing his principal duties. Depending upon circumstances, “down time” such as traveling, waiting, or training may or may not be compensable.
- **Calculating minimum wage and overtime** – Employers often miscalculate overtime owed to employees because they fail to include all required payments into the overtime calculation or to take permitted allowances against overtime.
- **Maintaining records and notices** – Employers that are not maintaining proper records of hours worked and providing their workers with all required notifications may find themselves subject to liability, even if they are paying their employees properly.

The program will be conducted by Arthur J. Robb and Daniel W. Morris, both Counsel, at **Clifton Budd & DeMaria, LLP**, a New York City-based law firm that concentrates its practice on employment and labor related matters. Mr. Robb and Mr. Morris devote a significant portion of their practice to wage-and-hour law. Both have experience litigating wage-and-hour claims in court, defending wage-and-hour investigations and audits at the State and Federal Departments of Labor, and providing preventive advice to clients to avoid wage-and-hour claims.