

What CPAs Need to Know About Wage and Hour Overtime Laws (FLSA)

Keyword: Controller, HR Director
Field of Study: Personnel/HR
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Level: Basic/Intermediate
Prerequisites: None

Credit Hours: Business Law - 8

Description: Beginning with the controversial FairPay overtime regulations, the Department of Labor has placed a new and focused emphasis on wage and hour issues. The DOL has issued many new regulations and interpretive guidelines, which cover much more than overtime. The result is an energized DOL, armed with a uniform nationwide set of rules and regulations replacing informal, unofficial rules. These changes affect millions of workers, and every employer must reevaluate how it handles all wage and hour issues.

Designed for: All CPAs, whether in public practice or industry, who are involved with payroll as employers, finance officers, internal auditors, external auditors or consultants and non-CPAs in HR.

Objectives:

1. Training on Wage and Hour regulations
2. Learn fine points of overtime, exempt status, “child” labor, minimum wage

Topics:

Exempt status: who is covered by FLSA, special industry exemptions, Computer tools

Minimum wage

Overtime Pay, Comp time rules

Child and youth labor

Record-keeping

Handling DOL audits

Special Topics: tips, agriculture, “Chinese” overtime, delivery drivers, students, household employees

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