

U.S. Department of Labor  
and  
The University of Akron  
ask . . .

*Do you know?*

- ✓ If you are covered under Federal or State labor laws?
- ✓ What the law considers as hours worked?
- ✓ How old a minor must be to work?
- ✓ If employers are required to provide breaks?
- ✓ If all salaried employees are exempt from overtime?
- ✓ The difference between an employee and an independent contractor?
- ✓ If holidays and vacation have to be paid?
- ✓ If you are planning on bidding any government contracts?
- ✓ The Federal EEO laws and how to avoid the common pitfalls?
- ✓ The reemployment rights with pre-service employers for veterans, Reserve, and National Guard Members?

**Now you can have your  
questions answered!  
Limited Seating — Register Today!**

**Seminar Location**  
The University of Akron  
Polsky Building, Room 402  
225 S. Main St.  
Akron OH 44325-4104

Directions take you to the 3rd level of the West Campus Parking Deck - Broadway Street entrance. The skywalk into the Polsky building is at the northwest corner and takes you to the 4th floor. Follow signs to Room 402.

**From the North: I-90, I-271, or Turnpike.** Take Rt. 8 South to Akron. Exit at Buchtel/Carroll/Exchange Streets. Continue straight, beside Rt. 8, to Exchange St. Turn right onto Exchange. It is about one mile to Broadway St. Turn right onto Broadway, get in left lane. Turn left into West Campus Parking Deck.

**From NW, SW, and West.** Take I-77S or I-76E to Akron. Exit at Main St/Broadway/Downtown. Cross over Main Street to Broadway. Turn left on Broadway. (Broadway is a one way street going north). It is about one mile to Exchange St. Cross Exchange, get in the far left lane. Turn left into West Campus Parking Deck.

**From the South:** Take I-77N, 76W towards Cleveland. Exit at Main/Broadway/Downtown. Stay on Broadway St. (middle lane). It is about one mile to Exchange St. Cross Exchange, get in the far left lane. Turn left into West Campus Parking Deck.

**From the East:** Take I-76W to Akron, Exit at Main/Broadway/Downtown. Stay on Broadway (middle lane). It is about one mile to Exchange St. Cross Exchange, get in the far left lane. Turn left into West Campus Parking Deck.

**A map will be mailed to you with your confirmation letter. You can access a campus map at [www.uakron.edu/ce](http://www.uakron.edu/ce)**

*Attention! Employers,  
HR and Payroll Professionals*

## Wage and Hour Seminar

*Presented by the*  
**U.S. Department  
of Labor**

*Sponsored by*  
**Workforce Development  
and  
Continuing Education**



**June 23, 2010  
8:30 AM to 3:30 PM**

**The University of Akron  
Polsky Building, Room 402  
Akron, OH 44325-41011**

**For information:  
330-972-7577  
[www.uakron.edu/ce](http://www.uakron.edu/ce)**

## What You Will Learn

Every day the Wage Hour Division conducts investigations of businesses. If wage violations are found, the employer will be asked to pay the back wages. In the case of repeat violations, the employer will also be assessed civil money penalties, liquidated damages, and/or the employer may be placed under a U.S. District Court injunction. Child labor violations almost always result in civil money penalties; and in the case of willful or repeat violations, can also result in litigation. The employer's best defense is knowledge and compliance with the basic Wage & Hour Laws.



At this seminar you will learn from the experts:

- ◆ How to properly compute and pay wages
- ◆ Which employees are exempt from Minimum Wage or Overtime
- ◆ What records you must maintain
- ◆ How old a minor has to be to work
- ◆ What type of work employees under 18 can actually do
- ◆ How to protect reemployment rights with pre-service employers for veterans, Reserve and National Guard members.

### Topics To Be Discussed:

- ◆ Uniformed Services Employment and Reemployment Rights Act (USERRA)
- ◆ Equal Employment Opportunity Commission (EEOC)
- ◆ Fair Labor Standards Act (FLSA)
- ◆ Federal Child Labor Laws (CL)
- ◆ Family & Medical Leave Act (FMLA)
- ◆ Occupational Safety and Health Act. (OSHA)

### Recertification Credit

Approved for 5.0 (General) recertification credit hours toward PHR, SPHR and GPHR recertification. *The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit.*

Approved by the American Payroll Association for 5.5 RCHs for FPC and CPP certifications.

APA Course Code: 10UOA 1001



### How to Register

Complete the registration form in this brochure and mail with payment, or fax to our office if paying by Visa, Discover or MasterCard. There is a charge of \$35 per person for the Department of Labor Seminar which includes lunch — if you register and pay by June 16. Make checks payable to: The University of Akron. Registrations received after June 16 are \$35 but lunch is on your own. No discounts apply.

### About Us

Workforce Development and Continuing Education, a division of Summit College at The University of Akron, serves approximately 5,000 adults annually with non-credit courses and certification training programs. We deliver affordable, customized training onsite to businesses, organizations, and industry. Our experienced instructors are experts in their fields with proven ability to communicate effectively in the training room.

## Registration Form Program # 15386 June 23, 2010

Name \_\_\_\_\_  
Company Name \_\_\_\_\_  
Company Address \_\_\_\_\_  
Phone \_\_\_\_\_  
Fax \_\_\_\_\_  
Email \_\_\_\_\_  
Number of Employees in Company: \_\_\_\_\_

**Cost for Seminar:\$35 per person**  
**Registration & payment must be received by**  
**June 16 for lunch to be included.**  
After June 16, lunch is on your own.

- Check-Payable to The University of Akron  
 Visa/MasterCard/Discover

Credit Card # \_\_\_\_\_ Exp. date \_\_\_\_\_

Signature \_\_\_\_\_

Fax this form or mail with payment to:  
**Rose Withem**  
**Workforce Development & Continuing Education**  
**The University of Akron**  
**Akron, OH 44325-4104**  
**Phone: 330-972-7577**  
**Fax: 330-972-7598**  
**or register online at:**  
**www.uakron.edu/ce**