

**EMPLOYMENT LAW
SEMINAR
FOR EMPLOYERS**

**WAGE & HOUR
REGULATIONS
2019**

Presented by:

**Jay G. Putnam, Attorney ~and~
Larry Levy, Employee Relations
Management**

**Friday, October 25, 2019
8:30 a.m. – 11:30 a.m.**

**Bay Area Builders Exchange
3055 Alvarado Street, San Leandro**

**\$45 for members of BABX
\$75 for non-members**



Jay G. Putnam
Attorney at Law
Lawsuit Prevention for Employers
Petaluma
707/778-5000
jaygputnam@gmail.com



Larry Levy
Owner
Employee Relations Management
Novato
415/892-1497
larrylevy@earthlink.net

~~~~~  
Expert guidance will be provided in this fast-paced, interactive workshop covering new and existing wage and hour regulations.

Attached below is a seminar outline of important topics to be addressed.

Light breakfast and refreshments will be served.

***PLEASE RSVP to Scott Leary at [spleary@bayareabx.com](mailto:spleary@bayareabx.com),  
or call Lisa 510-483-8880.***

# WAGE AND HOUR REGULATIONS 2019

## Seminar Outline

- Overtime Pay Requirements as of January 1, 2017
- Amend Your Employee Handbook
- Overtime Exemptions
- Make-Up Time Is Available
- Alternative Workweeks
- Itemization of Wage Statements
- Minimum Wage
- Timekeeping Requirements
- Severe Penalties for Payroll Personnel
- Meal Periods
- Rest Periods
- Prevailing Wages
- Living Wages
- New Exempt Requirements
- What is Compensable Time?
- On-Call Time
- Waiting Time
- Travel and Sleep Time

- Mandatory vs. Voluntary Education and Attending conferences
- Compensatory Time Off
- The Company's vs. the Employee's Tools
- Travel Time
- Paid Vacation
- Paid Sick Leave
- Mandatory Paid Sick Leave – New Law
- Paid Holidays
- Deductions from an Employee's Paycheck
- Final Paycheck
- Frequency of Paying Employees
- Mileage, Bridge Tolls, Parking Meters and Expenses
- Gasoline and other Credit Cards
- Wage and Hour Changes
- Preventative and Defensive strategies
- Determining the Difference between Exempt vs. Non-exempt Employees
- San Francisco's Employment Ordinances