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Webinar on

Avoiding The Misclassification Trap

Learning Objectives

- The Fair Labor Standards Act

- Major exemptions, Minor exemptions

- The Salary test

- The Primary Duties test, Matters of significance

- Independent Judgment

- Legal deductions

- The Safe Harbor

- Tracking time, Types of jobs considered exempt

- Independent contractors as a misclassification

- The IRS test

This webinar will help employers better understand the proper application of classifications.

PRESENTED BY:

Michael D. Haberman is a consultant, speaker, writer, and teacher. He is the co-founder of Omega HR Solutions, Inc., a consulting and services company offering complete human resources solutions. Mike brings years of experience in dealing with the challenges of Human Resources in the 21st century. He has a Master's in HR and is certified as a Senior HR professional. He has over 17 years' experience in the classroom teaching human resources fundamentals and certification preparation.

On-Demand Webinar

Duration : 60 Minutes

Price: $200

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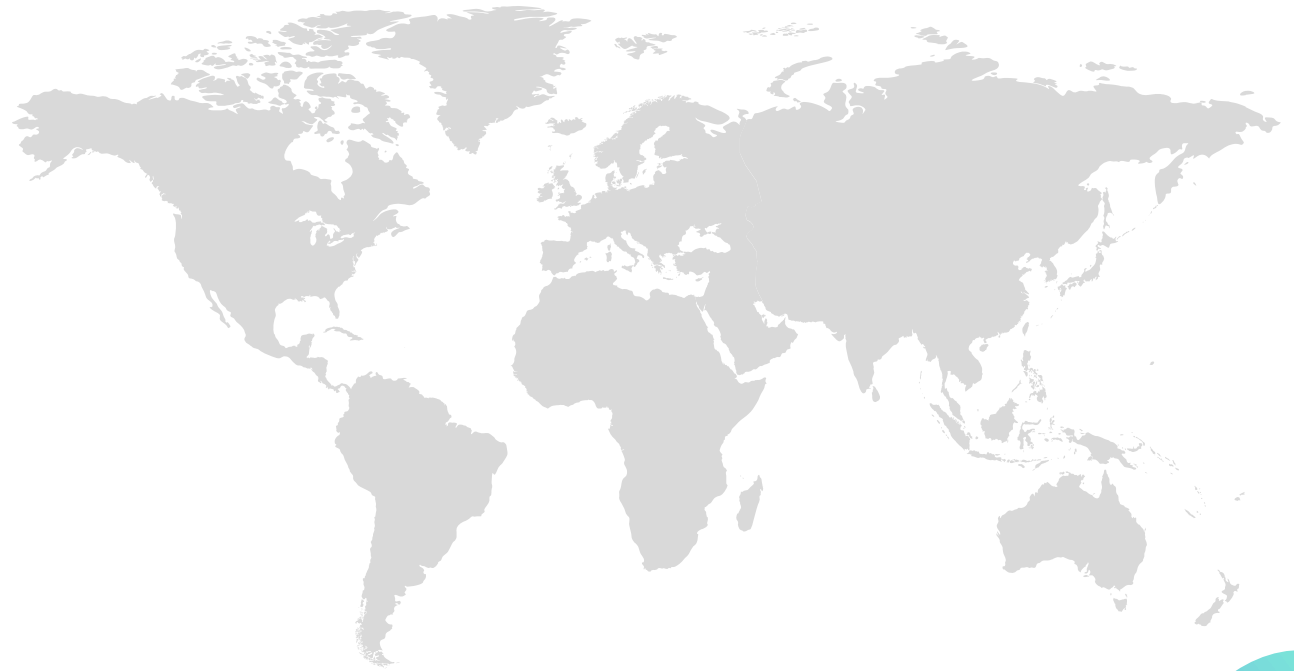Axons Technology and Solutions

Webinar Description

The U.S. Department of Labor is actively clamping down on the improper use of exemptions that allow employers to avoid paying overtime to employees. They are scrutinizing employers' use of the managerial, administrative, professional, sales and computer professional exemptions. Mistakes in this area can cost employers thousands of dollars in back pay and fines and a permanent readjustment of how employees are to be paid. Additionally, the IRS and USDOL are also working to minimize the use of independent contractors under the premise that these people should generally be considered employees. This webinar will help employers better understand the proper application of classifications.
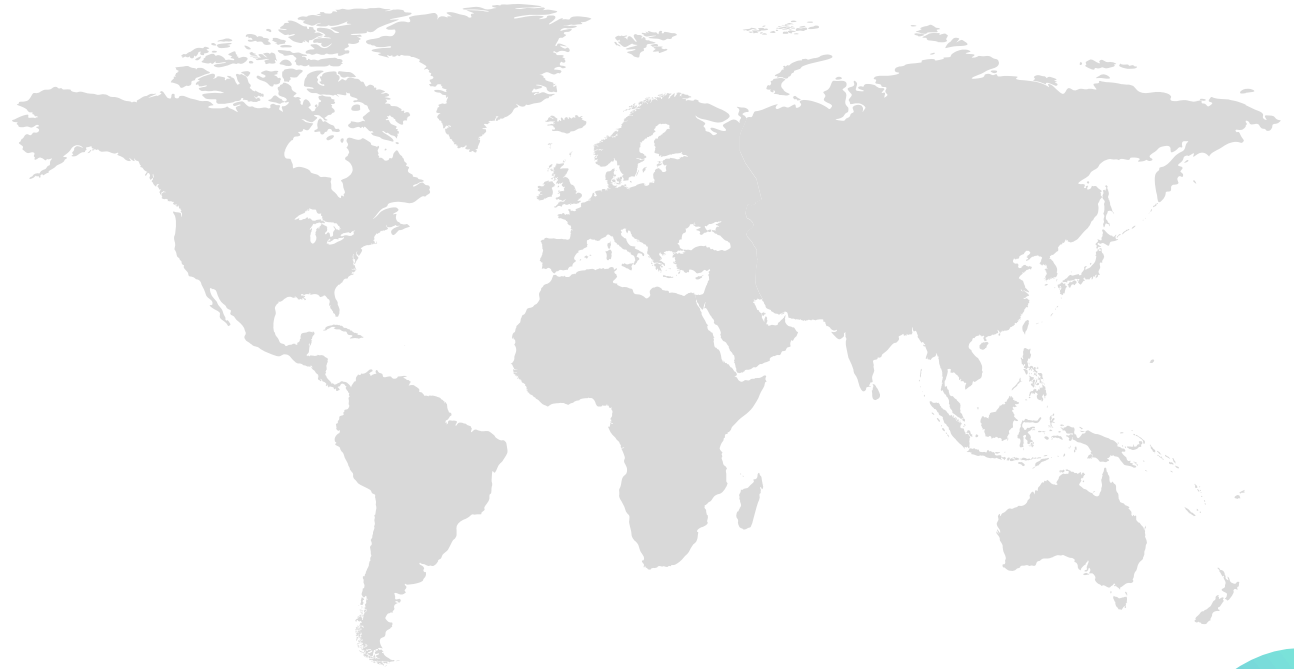
Who Should Attend ?

HR Managers

Office Managers

Why Should Attend ?

Improper classification of employees costs employers thousands of dollars per year.

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