



# Kentucky Wage & Hour Update

March 22, 2023  
DoubleTree Suites by Hilton  
Lexington, Ky.



**SPECIAL OFFER**  
For each full-priced registration receive the next one HALF-OFF!



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## Why Attend

Wage and hour law is never static. It's in a constant state of uncertainty. Every day decades-old statutes are being reinterpreted in real time, industry practices are being questioned by plaintiffs' lawyers, and new technologies and business models are redefining conventional notions of what constitutes "employment." This day-long program will address some of the hottest topics in wage and hour law, including wage and hour compliance for a remote workforce, calculating overtime for hourly workers, "wandering worker" challenges, and so much more. The program will end with a general round table to help employers develop strategic solutions and implement practical measures that will benefit and sustain your workforce, ensure compliance, and reduce risk.

## Who Should Attend

- Managers and supervisors
- In-house counsel
- Administration directors
- Business owners and CEOs
- Human resources professionals
- Employee relations specialists
- Personnel directors and managers

## Continuing Education

The Kentucky Chamber is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP. This program has been pre-approved for credit toward PHR, SPHR and GPHR recertification through HR Certification Institute.



**SHRM Professional Development Credits (PDCs)**

### CEU/CPE

This program may also be eligible for CEU and CPE credits. Contact your professional board to find out what's required.



**HRCI recertification**

## Kentucky Chamber Membership

It's not too late to take advantage of the Kentucky Chamber member discount. To learn more about membership, call 502-695-4700 and ask for a membership representative.

**Register**



[kychamber.com/events/education/wageandhour](https://kychamber.com/events/education/wageandhour)



502-848-8727



[lgoff@kychamber.com](mailto:lgoff@kychamber.com)

# Kentucky Wage & Hour Update

# AGENDA

**8:00 a.m.**

**Registration and Continental Breakfast**

**8:30 a.m.**

**Welcome and Legislative Update**

*John Cox, Director of Public Affairs, Kentucky Chamber*

**9:00 a.m.**

**Top 10 Wage and Hour Cases and Lessons Learned**

*LaToi D. Mayo, Shareholder, Littler Mendelson P.C.*

*Kellan Coffey, Associate, Littler Mendelson P.C.*

This fast-paced, special session provides a unique opportunity to understand the latest court cases, legislative and regulatory activity, and crucial developments that will affect your workplace and your responsibilities. We will guide you through the maze of new developments and prepare you for the challenges ahead.

**10:45 a.m.**

**Calculating Overtime for Hourly Workers**

*LaToi D. Mayo, Shareholder, Littler Mendelson P.C.*

*Jessica Wimsatt, Associate, Littler Mendelson P.C.*

Employees may now be entitled to premiums for meal, rest and heat recovery periods at the regular rate of pay rather than the base rate, as used by most employers. Other "remote" activities may also be compensable and included in hours worked for overtime calculations. In ideal circumstances, an employer's payroll software is already calculating the regular rate of pay correctly for overtime purposes, and that rate now needs to be used when calculating premiums for each meal, rest and heat recovery period that was not provided. This impacts not only the week in which the premium is paid, but also there may be additional pay adjustments required to account for any later paid compensation to a non-exempt employee. Significantly, new case rulings may impact employers who may now face liability for previous practices of paying premiums at the base rate of pay. This session will cover the impact of recent court's decisions moving forward and on past practices given the retroactive impact. We will also address what should be accounted for in the regular rate and the impact of paying flat sum bonuses.

**12:15 p.m.**

**Lunch**

**1:15 p.m.**

**Top 10 Wage and Hour Compliance Traps**

*Jay Inman, Shareholder, Littler Mendelson P.C.*

*Michael LaCourse, Associate, Littler Mendelson P.C.*

Wage and hour law is never static. It's in a constant state of uncertainty. Every day, decades-old statutes are being reinterpreted in real time, industry practices are being questioned by plaintiffs' lawyers, and new technologies and business models are redefining conventional notions of what constitutes "employment." We will use a top-10 format to outline the most notable wage and hour compliance traps, including compliance for a remote workforce, calculating overtime for hourly workers, "wandering worker" challenges, and so much more. You will leave with a better understanding on how to develop strategic solutions and implement practical measures that will benefit and sustain your workforce, ensure compliance, and reduce risk.

**2:30 p.m.**

**RoundTable Q&A with Audience**

*Amanda Combs, Associate, Littler Mendelson P.C.*

*Kellan Coffey, Associate, Littler Mendelson P.C.*

*Jay Inman, Shareholder, Littler Mendelson P.C.*

*Michael LaCourse, Associate, Littler Mendelson P.C.*

*Jessica Wimsatt, Associate, Littler Mendelson P.C.*

We will provide a highly engaging discussion and explore practical out-of-the-box approaches to address challenges you have faced. We will share ideas and strategies that haven't proven successful. This session will provide a casual forum for you to interact and ask questions. Topics to be discussed include:

- OSHA ETA rules
- Other COVID issues
- Calculating travel time
- Safety rules

**4:00 p.m.**

**Kentucky Wage & Hour Update adjourns**



# Kentucky Wage & Hour Update

# REGISTRATION

## Registration Fees

\$399/Kentucky Chamber Members/KYSHRM Members

\$499/Non-member

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## Location and Lodging

**March 22, 2023 (81422)**

DoubleTree Suites by Hilton

2601 Richmond Road

Lexington, Ky. 40509

Ph: 859-268-0060

Room Rate: \$110\*

Room Cutoff Date: March 12, 2023

*\*The advertised Kentucky Chamber room rate cannot be guaranteed after the cutoff date.*

When contacting hotel for lodging, please specify that you are with the Kentucky Chamber of Commerce's Kentucky Wage & Hour Update to receive the discounted rate.

## Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions are welcome. Special accommodations made upon request.

## Attendee Information

To process your order, the entire registration form must be complete. (Please copy for additional registrants.)

Name \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Principal Line of Business \_\_\_\_\_ Number of Employees \_\_\_\_\_

\*I understand that by providing the phone, fax number and e-mail information above on behalf of the person/company/organization specified above, I am authorized to and hereby consent for the person/company/organization to receive communication by or on behalf of the Kentucky Chamber of Commerce.

## Payment

Bill me. PO# (not required) \_\_\_\_\_

Check enclosed (payable to Kentucky Chamber of Commerce).

Charge.  VISA  MC

American Express

Card # \_\_\_\_\_

Exp. date \_\_\_\_\_ Security code \_\_\_\_\_

Name on card \_\_\_\_\_

Signature \_\_\_\_\_

