The *Missouri Alliance for* Home Care presents...

Overtime, Travel Compensation & Employee Ethics OH MY!

A 2-part Teleconference Series for All Agencies

Wednesdays, November 16, 2016 & December 14, 2016 • 10:00—11:00 am CST

Presented by Bill Ford, President
SESCO Management Consultants

Complying with New Overtime Rules (November 16, 2016)

It has been over ten years since the Department of Labor overhauled the Fair Labor Standards Act overtime regulations. Over two years ago, President Obama directed the Department of Labor to look at the regulations. As a result, the guaranteed salary to be exempt has been raised from $23,660 to $47,476 – effective December 1, 2016. With these being some of the most significant changes to the workforce in nearly 50 years, this teleconference is of vital importance. You will hear an overview of the wage-hour laws and gain an understanding of the new overtime rules and how it specifically affects home care providers.

Understanding Travel Pay Laws & Ethical Employee Considerations (December 14, 2016)

Out of all the parts of the Fair Labor Standards Act, nothing may be more confusing than the regulations on travel pay. Depending on the situation, a nonexempt employee's travel time may or may not be considered "hours worked." It can be incredibly confusing, but it's not an area where you can take chances. This teleconference will enable you to understand how and when to compensate your home care employee for travel time away from the work site, between clients, out-of-town, callbacks, and overnight. Additionally, ethical expectations of the employee in travel scenarios will be discussed.

About our Speaker: **Bill Ford** is President and CEO of SESCO Management Consultants. He has been with the firm for 26 years. Bill is a generalist human resource management consultant specializing in family business consulting, compensation, Wage and Hour, EEO representation, organizational development, labor relations and compliance to federal and state employment regulations. He has been engaged and has practical hands-on experience in numerous industries, including healthcare, funeral homes, manufacturing, retail auto dealerships, financial and credit unions, mining, and professional service industries.

Registration Form

Company _____

Participant Name _____ Email Address _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Overtime SESCO

Registration Fees:
MAHC Members—$159/conference
Non-Members—$318/conference

Non-Members: Payment must be received no later than 2 days prior to the conference; No Exceptions. Thank you.

____ Nov 16—Complying w/ New Overtime Rules
____ Dec 14—Understanding Travel Pay Laws...

TOTAL AMOUNT ENCLOSED _____

❑ ***Please check box for free CD with each paid registration.***

Mail Registration & Payment to:
Missouri Alliance for HOME CARE
2420 Hyde Park, Suite A
Jefferson City, MO 65109
Phone: (573) 634-7772 Fax: (573) 634-4374

Cancellations: Refunds will not be issued for cancellations received after 2 business days before the event. Non-paid registrations will be billed full conference price. Cancellations received prior to 2 business days before the conference will receive a 90% refund.

Continuing Education: Nurses must complete at least 85% of the instruction to receive contact hours.

Missouri Alliance for Home Care is an approved provider of Continuing Nurses Education by the Midwest Multistate Division, an accredited approver by the American Nurses Credentialing Commission on Accreditation.

The program planners and presenter have no conflict of interest in regards to these conferences.

Participants will earn a maximum of 1.0 nursing contact hours for each teleconference.