



## **WORKSHOPS - FULL DESCRIPTIONS**

### **Fair Labor Standards Act (FLSA) 1:45 PM**

#### **Wage and Hour Division (WHD)**

The FLSA will address major provisions such as Coverage, Minimum Wage, Overtime, Record Keeping, and Youth Employment provisions.

### **Family Medical Leave Act (FMLA) 1:45 PM**

#### **Wage and Hour Division (WHD)**

FMLA will focus on the “rights and responsibilities” of both employers and employees under the Act; who is a covered employer under the Act; qualifying reasons for taking leave under the Act; what requirements must an employee meet to receive benefits and protection under the Act; and other matters relating to the Act.

### **Small Business 1:45 PM**

#### **Occupational Safety and Health Administration (OSHA)**

This session will introduce small business to OSHA. The OSHA inspection process will be covered describing how and why a company may be inspected and the process that takes place before, during, and after the inspection. In a typical year over 1,000 companies will be inspected by OSHA in the Dallas/Ft. Worth area. The session will also include an update on local emphasis programs, local initiatives, and a variety of National Campaigns.

### **The Women's Bureau (WB) 1:45 PM**

Women in the workforce are vital to the nation's economic security. The Women's Bureau collects data and conducts research to formulate practices and policies that support women in the labor force. The Women's Bureau develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. Topics and tools to be discussed include an overview of women in the labor force including “An Employers Guide to Equal Pay.

### **HIPAA and the Affordable Care Act 1:45 PM & 3:15 PM**

#### **The Employee Benefits Security Administration (EBSA)**

As you are aware it is important that plan sponsors of group health plans keep current on changes to the law in order to meet their responsibilities regarding these plans. EBSA administers many provisions of the Employee Retirement Income Security Act of 1974 (ERISA) which sets standards of conduct for those who manage an employee benefit plan. If you are an employer, third party administrator, or a carrier, this workshop will provide you with practical information, helpful tips, and clarification regarding health benefits laws.

### **Office of Federal Contract Compliance Programs (OFCCP) - What to Expect During a Compliance Review and Common Problem Areas 1:45 PM & 3:15 PM**

OFCCP will provide an overview of the Executive Order and two statutes that OFCCP enforces for covered federal contractors. We will then go into the specifics of supply and service compliance evaluations to include what contractors need to do when they receive a scheduling letter and the different stages of a compliance evaluation, including the elements of an onsite visit, if one is part of the compliance evaluation. Lastly, we will share some of the common problem areas or issues that may be identified during compliance evaluations.

### **Uniformed Services Employment Reemployment Rights Act (USERRA) 1:45 PM & 3:15 PM Veterans' Employment and Training Service (VETS)**

VETS will provide a brief overview of their multi-faceted mission supporting veteran employment and concentrate on compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Veterans are protected by USERRA from initial hiring, through retention in employment, and when seeking reemployment following an absence for service. Most employers that become the subject of a complaint are unaware of the law and its applications. Do you know the specific rights and considerations required by USERRA for your veteran applicants and workers? Are your current policies compliant? This informational session will provide the basic knowledge and connection with resources necessary to ensure compliance and help your organization truly support our veterans.

### **FLSA with Emphasis on Employment Relationship & Retaliation 3:15 PM Wage and Hour Division (WHD)**

The presentation will examine the criteria used to determine if a worker is an independent contractor, or an employee subject to the FLSA. It will also present a very brief synopsis of the FLSA's major provisions: Minimum Wage, Overtime, Record Keeping, and Youth Employment, followed by a discussion on the retaliation provisions of the Act.

### **Government Contracts 3:15 PM Wage and Hour Division (WHD)**

WHD will present on Government Contracts; Davis Bacon & Related Acts (DBA), and the McNamara O'Hara Service Contract Act (SCA). The presentation will outline compliance principles under each respective contract. The compliance principles under the DBA would include matters such as prevailing wages; laborers and mechanics; site of work; apprentice, trainees, and helpers; fringe benefits, etc... Compliance principles under the SCA would include payment of wages and fringe benefits; bona fide fringe benefit plans; health & welfare fringe benefits; temporary & part time employment, etc.

### **Recordkeeping Requirements 3:15 PM Occupational Safety and Health Administration (OSHA)**

This session will cover OSHA's injury and illness recordkeeping requirements and commonly found mistakes made when recording workplace injuries and illnesses.