

Critical Compliance What Every Employer Should Know



Overview

Legal departments and human resources personnel are consistently challenged with rules and regulations that affect day-to-day operations. The rules can be overly complex; however, the failure to comply with these requirements can lead to costly penalties for both the employer and its personnel. This forum will provide participants with current updates with respect to tax, benefits and legal issues plaguing employers. Experts will provide guidance that will allow participants to understand the requirements and protect their companies from exposure.

When

Thursday, October 27, 2011
8:00 a.m. – Noon

Where

Maggiano's Buckhead
3368 Peachtree Road
Atlanta, GA 30326 [Map >](#)

Cost

Free

Speakers/Leaders

Annette A. Idalski, Shareholder, Labor & Employment

Kelly E. Campanella, Associate, Labor & Employment

Erin P. Harris, Associate, Labor & Employment

Michael P. Davis, Shareholder, Construction and Labor Law

Cheryl R. Treadwell, Associate, Construction and Labor Law

Heather M. Pesikoff, Senior Counsel, Employment Tax

RSVP

Please RSVP by October 20th to
Richard.Walleshauser@chamberlainlaw.com

Maggiano's Style Breakfast

Michael Davis & Cheryl Treadwell

When the DOL Comes Knocking: FLSA Audits, Investigations and Misclassification Issues

This presentation will focus on exempt and non-exempt employee misclassification issues under the FLSA. Through an overview of the FLSA and recent examples of wage and hour disputes, we will explore the factors that can impact the status of employees and expose employers to liability. In addition, we will present detailed information on how the Department of Labor and the courts evaluate whether workers are properly treated as independent contractors as opposed to employees and the legal ramifications for employers. Finally, our program will address when contractors may be treated as joint employers for the purpose of assessing unpaid overtime wages to employees of lower tier subcontractors such as labor subs.

Heather Pesikoff

Classifying Workers: The Tax Implications

A strong dedicated workforce is the foundation of every successful company's business model. However, this sturdy foundation is being assaulted by worker classification challenges that can have devastating effects on a company. Federal and state agencies have declared war on companies they claim wrongly classify employees as independent contractors. By understanding the complex tax issues, companies can plan for and, where appropriate, competently and comfortably address these issues. Such understanding and planning can allow a company to effectively take advantage of opportunities to create the best workforce model and avoid or mitigate potential exposure.

Annette Idalski, Kelly Campanella & Erin Harris

Social Media and Mobile Technology: Are these Cutting Edge Resources Helpful or Harmful to Employers?

The panel of presenters will discuss how employers can best manage legal risks associated with their employees' use of social media (e.g., Facebook, Twitter, YouTube) as well as whether it is permissible for the employer to use these methods as a basis for hiring, firing and discipline. Our panel will also discuss their recommendations for handling confidentiality issues associated with the use of handheld electronic devices (e.g., Blackberries, PDAs, iPhones, and other Smartphones) and how best to preserve information as required for electronic discovery once litigation commences. Finally, we will provide guidelines for compliance with the Fair Labor Standards Act in light of the ever-increasing use of mobile technology and working remotely.