

# OCTOBER 25, 2019

# YOU'RE INVITED

Ogletree  
Deakins

The Atlanta office of  
**OGLETREE DEAKINS**

presents

## **PAYING THE PIPER: CURRENT PAY EQUITY, CLASSIFICATION, AND OVERTIME ISSUES FOR EMPLOYERS**

An educational workshop highlighting pay equity legislation and the U.S. Department of Labor's final overtime rule

### **LOCATION**

One Ninety One Peachtree Tower  
191 Peachtree Street, N.E.  
Fourth Floor Conference Facility  
Atlanta, GA 30303  
(404) 870-1731

### **DATE AND TIME**

Friday, October 25, 2019  
9:00 a.m. – Noon  
(Registration and breakfast will begin at 8:30 a.m.)

### **COST**

\$75.00 per person  
(A hot breakfast, parking, and program materials are included.)

Validated parking for the One Ninety One Peachtree Tower parking garage will be provided. For those taking MARTA, exit at the Peachtree Center stop. The building is one block down Peachtree Street.

### **REGISTRATION**

Register online at [www.ogletree.com](http://www.ogletree.com) or contact Lisha Stuckey at (404) 881-1300 or [RSVPATL@ogletree.com](mailto:RSVPATL@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for Georgia CLE credit.

# AGENDA

8:30 – 9:00 a.m. **REGISTRATION AND BREAKFAST**

9:00 – 10:00 a.m. **PAY EQUITY UPDATE**

1. State and local bans on compensation history inquiries—is your company affected?
2. Pay scale legislation—an emerging trend
3. An overview of pay discrimination laws
4. Should your organization conduct a pay equity audit?
5. Recent cases

10:00 – 10:15 a.m. **BREAK**

10:15 – 11:15 a.m. **PAY TRIVIA—TEST YOUR KNOWLEDGE AND WIN PRIZES!**

Key Classification and Overtime Issues

1. How incentive pay can impact an employee's overtime
2. Recordkeeping requirements under federal law, with considerations for manual and electronic tracking
3. Common misclassification errors
4. Meal and rest break violations and overtime pay
5. The rounding of nonexempt employees' hours

11:15 a.m. – Noon **THE DOL'S NEW FINAL PART 541 OVERTIME RULE**

1. Key differences between the final rule and the Obama administration's proposal to change the salary threshold for exempt employees
2. The status of pending challenges to the DOL's final rule
3. Steps employers can take to prepare for these changes