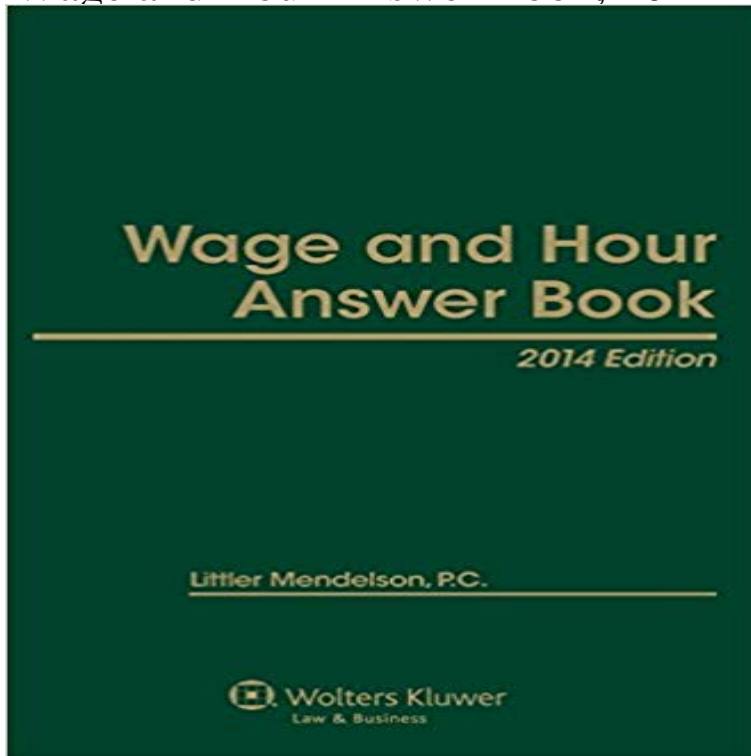


Wage and Hour Answer Book, 2014 Edition



The Wage and Hour Answer Book provides guidance that will save you valuable time and help you stay in compliance, including: Real-world, detailed examples that simplify complicated overtime pay, hours worked, and other calculations Tips and precautions to help you avoid non-compliance Insightful discussions of gray and evolving areas so you can intelligently plan for the future Fully up-to-date citations to controlling regulations and case law And more!

Wage and Hour Answer Book gives you authoritative, plain-English explanations of how and - when - the Fair Labor Standards Act (FLSA) and other wage and hour laws govern the employer-employee relationship, and what may happen when violations occur. Wage and Hour Answer Book, 2014 Edition has been updated to include: Coverage of two recent U.S. Supreme Court decisions involving antitrust cases may have a substantial impact on wage and hour class actions: Comcast Corp. v. Behrend and American Express Co. v. Italian Colors Restaurant Evaluation of whether certain employees, students, and/or volunteers are excluded from coverage under the FLSA Analysis of when a joint employment relationship exists under the FLSA The factors found sufficient to establish retail store managers as exempt executives New developments regarding the administrative exemption, including insurance investigators Further analysis of the creative professional exemption Cases analyzing overtime exemptions for non-white-collar employees, such as seasonal amusement or recreational establishment employees, domestic companions, and automobile dealership employees Analysis of what preliminary and postliminary activities such as donning and doffing clothing and equipment, training, and commuting may be compensable work time Further

assessment of when police officers who care for and train police animals are working. The permissible use of a change in an employer's workweek to reduce overtime costs. Additional explanation of an employer's recordkeeping obligations. The DOL's withdrawal of its proposed regulations regarding the parental exemption to child labor obligations. Added discussion on the treatment of holiday pay and health, welfare, and pension payments for employers subject to the McNamara-O'Hara Service Contract Act. Additional discussion of which government contracts are covered by the Davis-Bacon Act. How the DOL's strategic vision, first announced in 2010, has changed its enforcement activity. Updated statistics regarding the two-pronged offensive against employers--the continued rise of private suits alleging FLSA violations and the increased enforcement of wage payment obligations by the DOL. A greater understanding of how courts may treat class action waivers in arbitration agreements in the FLSA context. The recent decisions which increase the damages due when an employee is misclassified as exempt. New cases concerning plaintiffs' ability to certify collective actions under the FLSA. Refinement of the specificity required to raise an affirmative defense in an answer. New cases under the Migrant and Seasonal Agricultural Worker Protection Act that shed new light on an employer's obligations to itinerant workers. Updated contact information for federal and state wage and hour offices.

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App. 4th 103 (2014) (affirming trial court ruling that employer: (1) properly paid overtime under the .. Employers received a different answer under California law when, in 2005, the First District. **Davis-Bacon & Related Acts - Questions and Answers - Federal** each work 25 hours per week, could still qualify and Pay average wages to all credit increases in 2014 to 50% but it is not intended to be available forever. **The Employee Benefits Answer Book: An Indispensable Guide for - Google Books Result** California Wage and Hour Law and Litigation Requirements Table of Contents Authors Selected Developments Specifications Google Book Preview. **Wiley CMAexcel Learning System Exam Review 2015 + Test Bank: Part - Google Books Result** Wednesday, August 13, 2014-8:30 to 11:30 a.m., only. Student Name: (Y) y-,) bo} A separate answer sheet for Part I has been provided to you. 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