

Invites You  
to an Important Program for Accountants

## UNDERSTANDING AND STRATEGIC AVOIDANCE OF CLIENTS' WAGE AND HOUR LAW EXPOSURES

Join us for a special informational program designed for accountants to help them understand key aspects of the wage and hour laws, how to identify their clients' wage and hour issues, and what to do when these issues arise. Wage and hour issues and lawsuits are becoming more prevalent and our labor and employment partners will speak on the following critical topics:

- Overview of the applicable laws (FLSA, State laws, wage orders, prevailing wage laws on public works)
- The accounting firm's role in Department of Labor audits, investigations, hearings and wage and hour litigations
- Minimum wage and overtime requirements
- Properly classifying employees under the administrative, executive and professional exemptions
- The Outside Salesperson exemption
- The Computer employee exemptions
- Special situations (cash payments, "off the books employees," "docking pay," record keeping requirements)
- Special industry issues (tip pooling, spread of hours, uniforms)

### THE EXPERTS

**Laurent S. Drogin**, *Partner, Tarter Krinsky & Drogin LLP*



Laurent S. Drogin serves as head of the firm's labor and employment practice group and specializes in the field of labor law, employment law, and wage and hour law. Laurent serves employers on workplace litigation matters, litigation avoidance techniques, and counseling on compliance with Federal, State and Local employment laws, including harassment, discrimination and wage and hour matters. Laurent also represents clients in collective bargaining negotiations, grievance arbitrations and proceedings before the National Labor Relations Board and New York State Employment Relations Board. Laurent can be reached at [ldrogin@tarterkrinsky.com](mailto:ldrogin@tarterkrinsky.com).

**Richard L. Steer**, *Partner, Tarter Krinsky & Drogin LLP*



Richard L. Steer has strong experience in employment and labor law. He has defended a wide range of employers, insurance companies and their policyholders in employment litigation and has many years of experience in Employment Practices Liability insurance, labor relations, wage and hour law and restrictive covenant disputes. Rich is an Adjunct Professor of Law at Pace University School of Law, where he has taught courses in employment discrimination law, employment law, and labor law for over 20 years. Rich can be reached at [rsteer@tarterkrinsky.com](mailto:rsteer@tarterkrinsky.com).