



Minnesota Organization of Habilitation and Rehabilitation

Presents

**Commensurate Wage Compliance Training
And the Future CRP**

By Mark Knuckles Associates, Inc.
(Wage Hour & Human Resource Management Consultants)

November 3 & 4, 2021

Radisson Hotel, Duluth, MN

2021 Hot Topics!

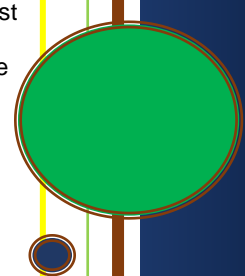
- *MN Bill HF 33—passed 6/29/21*
- *WIOA Enforcement by Wage-Hour*
- *Changes under Biden Administration*
- *How to adjust Prevailing rates with minimum wage changes*
- *14c Renewal Application Pitfalls*
- *W1 Congressman Grothman—What did he say about HR 2373?*
- *Exec Order—Minimum Wage increase for Federal Contractors*

Preparing for Your Future:

This conference is essential for CEOs, Executive Directors, HR Directors and management team members. It is not just about “methods.” It’s about strategy! You’re taken to the next step, managing the future CRP with or without commensurate wages. How does the employment status change? You must know which laws and policies are different. The conference teaches the compliance concepts and principles that management must understand to maintain a “no violation” history with the USDOL. The conference will change the way your organization thinks about FLSA compliance, not just commensurate wages, but in the future CRP.

The training includes instruction with time studies, the latest Wage Hour demands, a time study demonstration setting piece rates, a demonstration setting a standard for hourly commensurate rates and instruction with prevailing rate surveys.

Extensive experience of the presenters is the difference. The presenters know and have enforced the law. They are recognized as FLSA and commensurate wage experts. They interface with DOL investigators and the Chicago application reviewers everyday helping programs defend their renewal applications, methods, and practices. MKAI knows what you are up against and what you must do to avoid investigations, violations, back wages and prepare for the future.



Covered Topics-Issues

- Not Renewing your Certificate? – What Changes do you need to know about?
- The Future CRP w/out a Certificate—the NEW Employment Relationship Benefits
Future of Commensurate Wages and the WIOA
- How to Structure a Work Program w/out a certificate
- Joint Employment with SE Programs
- Employee vs. Independent Contractor
- Interns & Volunteers—Unpaid Consumer Volunteers
- Compensable Time vs. Non-Compensable Time
- Consumer Businesses—When are they Legal?
- WIOA Training & Documentation Requirements
- Government Contractor Minimum Wage - \$15.00
- Piece Rate Times Studies
- How to Video Record a Time Study & Hourly Job Standard
- “Disabled for the Job”— What Documentation Is Needed?
- Work Exploration transition Models & Job Shadowing
- Requirements for Prevailing Rate Surveys
- FLSA Child Labor Restrictions
- Record Retention Requirements
- PCA & SCA Compliance
- FMLA with Consumers
- Getting Real w/Consumer Case Management-- Preparing Them for the Future
- Current Wage Hour Division FLSA Enforcement
- Responding to a Certificate Revocation—Can You Get it back?
- App Online Portal
- Demands for Signed Compliance Agreements-- Demanding more than two years back wages!

Wednesday, November 3rd, 2021

Breakfast from 7 a.m. to 8:30 a.m. Lobby in basement

Thursday, November 4th, 2021

Breakfast from 7 a.m. to 8:00 a.m. Basement lobby

Lunch provided on both days as well.



*To learn more about MOHR please
check out our website at:
www.mohrmn.org*



CURRENT ENFORCEMENT AND THE FUTURE OF COMMENSURATE WAGES UNDER THE FLSA AND WIOA

Mark Knuckles Associates, Inc.

November 3 & 4, 2021

Attendees:

Organization:

Address:

Phone:

Email:

COST: \$425 Non MOHR Members
\$350 MOHR Members

Registration fee includes continental breakfast, refreshments, lunch, and program materials.

Make checks payable to:

MOHR

c/o Polk County DAC
515 5th Ave S
Crookston, MN 56716
218-281-4181 Ext 0
Email: dac@midconetwork.com

Do NOT send to TSE,
Please send to the
Polk County DAC.

The registration deadline is October 14, 2021, but space is limited.

Registration will close when all spaces are reserved.

Radisson Hotel in Duluth

505 West Superior St,
Duluth, MN 55802

Blocked rooms under MOHR for November 2 & 3 are available at a group rate of \$119.00 until October 15. Book rooms by calling 800-333-333 (218-727-8981)

Registration: 8 a.m. November 3, 2021

**Conference: 8:30 a.m. – 4:30 p.m. Wednesday
8:00 a.m. -- 4:00 p.m. Thursday**

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This conference and accompany materials are intended as general information only and not intended as legal advice or to answer a specific legal problem. MKAI and the consultants are not engaged in rendering legal advice and do not replace your legal counsel.



Mark Knuckles, SHRM-SCP, a former U.S. Department of Labor investigator and sheltered workshop specialist. He investigated employers under the FLSA and government contract laws. He knows the FLSA from the enforcement side. While with the USDOL, Mark successfully obtained litigation in Federal Court against a sheltered workshop. He prepared cases for litigation and testified in Federal Courts and Administrative Law Judge hearings. He knows what your burden of proof is!

Mark received DOL awards for his investigative work. He is a recognized authority with laws that affect you. Clients include public and private CRPs, for profit and not-for profit, state rehabilitation agencies, state and local MH/DD/SA programs, group homes, city and county governments, savings banks, restaurant chains, accounting firms, ICFDDs, manufacturing employers and others.

Mark developed the only commensurate hourly rating method ever approved by a USDOL Administrative Law Judge. His commensurate wage compliance methods and forms have won the praise of Wage Hour investigators across the country. Mark has earned the Senior Professional in Human Resources certification by the Human Resource Certification Institute and the Senior Certified Professional by the Society for Human Resources Management.



Ken Bathurst, retired from U.S. Department of Labor after serving 22 years as a Wage Hour Investigator. He has more than 35 years of government service. His investigation experience includes investigations of CRPs for Section 14(c) commensurate wage compliance. Ken specializes in FLSA minimum wage, overtime and recordkeeping compliance reviews, Part 541 salaried exemption determinations and investigation assistance during Wage and Hour Investigations. Ken received national recognition for his efforts with the Amish. He served as the Amish Child Labor (CL and FLSA Coordinator with the Amish community.

Ken joined Mark Knuckles Associates in October 2009. He reviews all the applications for our clients before they are submitted to DOL. Ken also provides technical assistance to our clients via phone, email and on-site investigation assistance. Ken regularly helps CRPs during DOL Wage Hour investigations. Come hear what this years' trends are, and take advantage of Ken's 35 years of government experience!

