



Minnesota Organization of Habilitation and Rehabilitation

Presents

New Compliance Requirements for CRP's and Work Programs Paying Commensurate Wages

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

October 23 & 24, 2018

Holiday Inn & Suites, St. Cloud, MN

2018 Hot Topics!

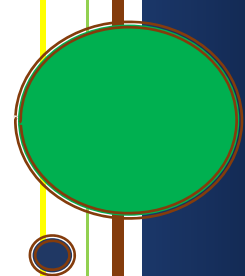
- *Who is "Disabled for the Job?"*
The Seneca and Honda Matters
- *Can Your Certificate be Revoked?*
- *New Requirements and Standards for Documenting Disabilities*
- *Enforcement Changes Under the Trump Administration*

Preparing for Your Future:

This conference is essential for CEOs, Executive Directors, HR Directors and management team members. It is not just about "methods." The conference is about the culture change and the program shift that the WIOA has brought to your organization. Discussion will include 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 and the future of commensurate wages.

The training includes instruction with time studies, including a time study demonstration setting piece rates and a demonstration setting a standard for hourly commensurate rates.

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 and back wage assessments.



Covered Topics-Issues

- Not Renewing your Certificate? – Now what?
- Future of Commensurate Wages and the WIOA
- Joint Employment with SE Programs
- Employee vs. Independent Contractor
- Interns, Volunteers, Job Shadowing, Community Placements
- Certificate Revocation
- Compensable Time vs. Non-Compensable Time
- Consumer Businesses—Legal or Illegal?
- WIOA Documentation Requirements
- Using Customized Employment
- Government Contractor Minimum Wage - \$10.35
- Service Contract Act Compliance
- Piece Rate Times Studies – The Correct Method
- How to Video Record a Time Study
- Prevailing Rate Surveys
- Preparing for Petition for Wage Review Hearings
- Setting Hourly Rates
- Hourly Work Measurements are Safest – How to do them
- New Application for Special Minimum Wage Certificate
- New Disability Documents
- Child Labor Restrictions
- Record Retention Requirements
- Family & Medical Leave Act
- ADA Reasonable Accommodations
- Current Wage Hour Division FLSA Enforcement
- Avoiding Wage Hour Violations & Back Wages
- What the USDOL is Demanding?
- Arts & Crafts

Tuesday, October 23, 2018

Breakfast from 7 a.m. to 8:30 a.m. poolside

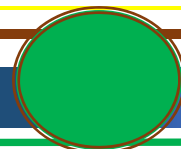
Wednesday, October 24, 2018

Breakfast from 7 a.m. to 8:00 a.m. poolside

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 COMMENSURATE WAGES UNDER THE FLSA AND WIOA

Mark Knuckles Associates, Inc.

October 23 & 24, 2018

Attendees:

Organization:

Address:

Phone:

Email:

COST: \$425 Non MOHR Members
\$325 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,
Mike Burke or Anni.
Please send to the
Polk County DAC.

The registration deadline is September 21st, but space is limited.

Registration will close when all spaces are reserved.

Holiday Inn & Suites

75 37th Ave S,

St. Cloud, MN 56301

Blocked rooms under MOHR for October 22rd & 23th are available at a group rate of \$91.95-\$104.95 until September 21, 2018. Book rooms by calling 320-253-9000

Registration: 8 a.m. October 23, 2018

Conference: 8:30 a.m. – 4:30 p.m. Tuesday

8:00 a.m. -- 4:00 p.m. Wednesday

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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, SPHR, a former U.S. Department of Labor investigator and sheltered workshop specialist, investigated employers under the FLSA and government contract laws. A USDOL Administrative Law Judge recently recognized him as a commensurate wage expert.” He testified for 12 hours in a commensurate wage review hearing. 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 reviewed certificate applications while on assignment in the USDOL Regional Office and was selected to conduct Section 14c training for the region.

Mark received DOL awards for his investigative work. He is a recognized authority with commensurate wages, and group home compliance. Clients include public and private CRPs, for profit and not-forprofit, state agencies, MH/DD/ID/SA programs, group homes, city and county governments, restaurant chains, accounting firms, ICFDD/ID homes, manufacturing employers and others.

Mark developed and published 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, SPHR, by the Human Resource Certification Institute, HRCI, and the Senior Certified Professional, SCP, from the Society for Human Resources Management, SHRM, the world’s recognized training and accreditation body for human resource professionals.



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 joined Mark Knuckles Associates in October 2009. He reviews 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 has already handled several DOL Wage Hour investigations in 2018. Come hear what this years’ trends are, and take advantage of Ken’s 35 years of government experience!



Roger Raney, a former Federal Wage and Hour Investigator, Sheltered Workshop Investigator and Government Contracts Coordinator, investigated employers under the FLSA, government contract laws, and Family Medical Leave Act. He supported and participated in multiple national regional office strategic initiatives including Sheltered Workshops and other employers. As an investigator with Wage and Hour, Roger received the 2017 Secretary of Labor Award for achieving broad compliance for on enterprise covering six states. Roger trained new investigators and presented at Prevailing Wage Seminars. Roger retired from federal service on March 31st, 2017 serving more than 42 years in various positions.

