

## Who Should Attend?

This program will benefit both commercial and residential contractors, regardless of the size of your company. The targeted audience for this presentation includes business owners, CEOs and general managers of construction companies, and those responsible for legal or human resource issues within a construction company.

## About the Instructor

**Philip J. Siegel, Esq.**, is a partner with the law firm of Hendrick, Phillips, Salzman & Flatt. Philip attended the University of Michigan in Ann Arbor, Michigan, graduating with distinction from the School of Business Administration where he earned his B.B.A. Mr. Siegel received his law degree from Emory University School of Law. He worked in the public accounting industry as a state and local tax consultant for two years prior to commencing his career as a construction litigation and labor/employment attorney.

Mr. Siegel's practice focuses primarily in the areas of labor/employment law, including defense of OSHA citations, contract consulting, and construction litigation, including representation of general contractors, subcontractors and suppliers, all on a national basis.

Are you putting your company at risk because you don't understand the rules regarding travel pay, overtime pay and similar HR issues? This seminar will help keep you out of trouble by presenting the most common wage and hour issues that create liability for contractors.

# Wage & Hour Issues Most Likely to Create Liability for Contractors

Associated Builders and Contractors of Georgia, Inc.

This program will include an overview of the most common wage and hour issues which create liability for construction contractors. Among the issues to be discussed are travel pay, overtime pay, waiting time, and deductions from employee pay. Attendees will learn when travel time is compensable, how overtime is calculated for employees compensated at either a piece rate or by some other method other than an hourly rate of pay, when waiting time is compensable, and when it is improper to make deductions from an employees' pay check. We will discuss hypothetical examples involving all of these issues.

## What You Will Learn:

- ✓ When travel time is compensable
- ✓ How overtime is calculated for employees compensated at either a piece rate or by some other method other than an hourly rate of pay
- ✓ When waiting time is compensable
- ✓ When it is improper to make deductions from an employee's paycheck
- ✓ The factors used by the Department of Labor to determine whether an employee is being misclassified as an independent contractor

<b>When:</b>	<b>Wednesday, February 15, 10:00-11:30 a.m.</b> Registration deadline February 13
<b>Where:</b>	ABC Training Center, 8975 Roswell Rd., Atlanta, GA 30350. (Exit 6—Northridge Rd.—off GA 400). Directions will be sent to registrants.
<b>Registration:</b>	\$130 (ABC Members); \$150 (non-members). <b>NOTE:</b> Those paying by check may deduct 5% off the total if check is received one week prior to seminar date.



Associated Builders and Contractors of Georgia, Inc.

8975 Roswell Road, Atlanta, GA 30350

Ph: 770.587.0955 Fax: 770.587.0430 [www.abcga.org](http://www.abcga.org)

**REGISTRATION**

Registration fee is fully refundable up to 2 business days prior to seminar. You must call to cancel. Failure to do so will result in forfeit of registration fee. Registration fees for no-shows are non-refundable. Substitutions may be made at any time by calling ABC at (770) 587-0955. Confirmation, reminder and directions will be sent 2 days prior to seminar.

ABC of Georgia's February 15 **Construction Quality Management** course is \$130 for ABC members and \$150 for non-members. To register, complete the information below and mail or fax to ABC of Georgia. Please keep a copy for your records. Or register online at [www.abcga.org](http://www.abcga.org).

**Deadline to register is February 13.**

**1. Please register the following: (please print)**

\_\_\_\_\_ **\$130 ABC Members** or \_\_\_\_\_ **\$150 Non-members**  
*(Indicate number attending)* *(Indicate number attending)*

**2.** Company: \_\_\_\_\_

**3.** Name: \_\_\_\_\_ Title \_\_\_\_\_ e-mail: \_\_\_\_\_

Name: \_\_\_\_\_ Title \_\_\_\_\_ e-mail: \_\_\_\_\_

Name: \_\_\_\_\_ Title \_\_\_\_\_ e-mail: \_\_\_\_\_

Name: \_\_\_\_\_ Title \_\_\_\_\_ e-mail: \_\_\_\_\_

Name: \_\_\_\_\_ Title \_\_\_\_\_ e-mail: \_\_\_\_\_

(Attach second sheet for additional names.)

**4.** Indicate form of payment: (PAYMENT MUST BE RECEIVED PRIOR TO SEMINAR)

**NOTE:** Those paying by check may deduct 5% off the total if check is received one week prior to seminar date.

Check enclosed for \$ \_\_\_\_\_

Charge (Visa, MasterCard, American Express)

card #: \_\_\_\_\_ exp. date: \_\_\_\_\_ name: \_\_\_\_\_  
*(as it appears on card - please print)*

The views, analysis and opinions expressed by the speakers during the seminar or stated in any hand-outs during the seminar are not necessarily those of ABC and should not be considered as professional advice applicable to a specific matter upon which an attendee could rely. Every attendee should consult with his or her professional (accountant, attorney, engineer, etc.) regarding the applicability of any information, advice or opinion received at this seminar. Likewise, any materials disseminated should be reviewed by the attendee's own professional advisor(s) and are not intended to be a substitute for professional advice on any specific matter.

*Associated Builders and Contractors of Georgia, Inc.*

8975 Roswell Road, Atlanta, GA 30350

PHONE 770.587.0955 / FAX 770.587.0430

Register online at: [www.abcga.org](http://www.abcga.org)

e-mail: [jeanne@abcga.org](mailto:jeanne@abcga.org)