



Community Providers Association

Caring for Connecticut.

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<http://www.ccpa-inc.org/EventCalendar.aspx>

## CCPA Seminar: Complying with Federal Wage & Hour Rules - *Preparing for DOL Rules & Inspection*

Thursday October 8, 2009

9:00 am - 1:00 pm

Coffee, Continental Breakfast and Registration begin at 8:30 am  
Lunch is included in the Registration Cost

### CCPA Office

35 Cold Springs Road, Suite 522, Rocky Hill, CT 06067

### Presented By:

Maggie MacDonald, US Department of Labor

Interpreting and applying federal wage and hour regulations can be a challenge to employers and programs offering support to people with disabilities. Organizations serving people with disabilities in both vocational and residential programs are seeking guidance on unique compliance issues.

This seminar will instruct facilities on Fair Labor Standards Act (FLSA) requirements in their workplace and will review the results and violation areas of recent DOL surveys. Also learn, "what to expect" during an inspection from the insight of a local investigator. See inside for more detailed seminar information.

### Who Should Attend:

- \*Case Managers \*Supervisors \*Managers
- \*Residential & Vocational Program Directors
- \*Direct Care Staff \*Employment Related Staff
- \*Psychosocial Rehabilitation Counselors

### Registration Information:

CCPA Members  
\$55 each

Nonmembers  
\$85 each

**CCPA Seminar: Complying with Federal  
Wage & Hour Rules**

## About the Session

Ms. MacDonald will review recent updates by the U.S. Department of Labor providing current guidance on sub-minimum wage certificates, school-related work programs, residential programs, community-based vocational programs and school-to-work transition programs.

The session provides expert federal guidance on other common issues in adhering to wage and hour rules, including:

- Coverage under the Fair Labor Standards Act
- Prevailing wages and surveys
- Travel time
- Compensable time
- Determining piece rates
- Volunteers and employee/employer arrangements
- Trainees/students as employees of an employer

**Local inspector, Glenn Gaetano, will accompany Ms. MacDonald to inform attendees “what to expect” during an investigation.**

## About the Presenter

Maggie MacDonald is one of the foremost authorities on wage and hour regulations for vocational and residential programs for person with disabilities in the United States.

Ms. MacDonald is the Team Leader, Special Employment of the Northeast Region, US Department of Labor, Wage and Hour Division in Boston, Massachusetts. Her office serves the northeastern states, including Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, Pennsylvania, Puerto Rico, Rhode Island, Vermont, Virginia, and West Virginia.

## About CCPA

The Connecticut Community Providers Association represents organizations that provide services and supports for children and adults with disabilities and significant challenges including people with substance-use disorders, mental illness, developmental and physical disabilities.

CCPA operates three divisions: Adult Behavioral Health, Children’s Mental Health & Substance Abuse, and Developmental Disabilities, and is the lead advocate for community human service providers at the state legislature and with state agencies. Visit us online at [www.ccpa-inc.org](http://www.ccpa-inc.org)

***If you have questions regarding CCPA’s training events, or would like information on how your organization can become a CCPA member, please contact Kendra Maigarie, Member Services Coordinator at (860) 257-7909 or [kmaigarie@ccpa-inc.org](mailto:kmaigarie@ccpa-inc.org).***

## Additional CCPA Training

Visit the CCPA online Meeting Calendar by following this link  
<http://www.ccpa-inc.org/EventCalendar.aspx>, to see other CCPA training opportunities.

## CCPA REGISTRATION FORM

Complying with Federal Wage & Hour Rules- Preparing for DOL Review & Inspection  
**Thursday, October 8, 2009**

CCPA requires pre-registration and pre-payment for all events. To pre-register, please complete the registration form and return it with payment to CCPA, 35 Cold Springs Road, Suite 522, Rocky Hill, CT 06067-3165 **no later than one (1) week prior to the event**. If you cancel your reservation up to three working days before the event, we will give you a full refund, less a \$35 service charge. We're sorry, but if you cancel with less than three working days notice, we cannot give a refund.

Please fill in the appropriate registration information for each person attending (copy as needed).

Name \_\_\_\_\_

Title \_\_\_\_\_

Agency \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Accessibility Needs \_\_\_\_\_

2nd Person Name \_\_\_\_\_

2nd Person Title \_\_\_\_\_

2nd Person Email \_\_\_\_\_

Accessibility Needs \_\_\_\_\_

*Please let us know in advance if you need sign language interpreting (ASL or English).*

*The deadline for requesting sign language interpreters for these events is three weeks prior to the event.*

*We cannot guarantee provision of interpreters if the request is not received three weeks prior to the event.*

CCPA Members per person \$55

Nonmembers per person \$85

TOTAL PAYMENT ENCLOSED \$ \_\_\_\_\_

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or would like more information. Fax registrations to: (860) 257-7777.