

**Advanced Fair Labor Standards Act Course
January 14 – 15, 2025
School of Government, UNC-Chapel Hill
Agenda**

Tuesday, January 14: 12 p.m. – 5 p.m.

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| 12:00 – 12:15 | The Current Status of the New Salary Threshold Rule |
| 12:15 – 12:45 | Paying Employees on a Salary Basis
Including deductions that will not destroy the exemption and how to pay nonexempt employees on a salary basis. |
| 12:45 – 1:30 | Deductions from Pay Affecting Both Exempt and Nonexempt Employees
Including treatment of wage advances and loans, use of unearned paid leave, loss and destruction of uniforms and equipment, reimbursement of training costs and more |
| 1:30 – 1:45 | Break |
| 1:45 – 3:30 | The Executive, Administrative, Professional and Computer Exemptions
Hard cases from the courts and participant pre-class submissions |
| 3:30 – 3:45 | Break |
| 3:45 – 5:00 | Volunteers, Interns and Independent Contractors
Including volunteer firefighters and mutual aid agreements, parks and rec coaches and umpires, and independent contractors (aka “contract employees”). |

Wednesday, January 15: 9 a.m. – 1 p.m.**9:00 – 10:15****Compensable Time**

Tough examples involving meal time, sleep time, on-call time, training and travel time, working from home, and caring for K-9s)

10:15 – 10:30**Break****10:30 – 11:30**

A Detailed Look at Calculating the Regular Rate (including longevity pay and payouts made at the conclusion of employment)

11:30 – 11:45**Break****11:45 – 1:00****Issues in Overtime Compensation**

Including second job for the same employer, seasonal employment, and tricky public safety issues such as special detail assignments, tricky issues in the use of the 207(k) exemption and the fluctuating workweek.

1:00**Adjourn**