



Fair Labor Standards Act in 2012

March 28th in Macon
(Macon State Conference Center)

Dan Murphy

co-author of The Fair Labor Standards Act in American Schools:
A Guide for School Officials & Georgia School Law Attorney

Topics to include:

- But I logged on at home: When is that working?
- Is a (fill in the blank) REALLY an Exempt Employee?
- The New Monster: FLSA Retaliation Claims, the S.Ct. and DoL Guidance
- New Record-Keeping Requirements and DoL Enforcement Priorities
- Are all our problems truly new ones? And can we fix them?

Dan Murphy is a partner in the education law firm of McLocklin & Murphy, L.L.P., and serves as General Counsel to the Georgia Association of School Business Officials (GASBO). For the past decade, Dan's practice has consisted almost exclusively of the representation of public school districts in Georgia. Dan is the recent co-author of The Fair Labor Standards Act in American Schools: A Guide for School Officials (Rowman & Littlefield, 2007), as well as the American Association of School Personnel Administrators' Family & Medical Leave Act Compliance Manual (AASPA, 2007), the 2009 FMLA Supplement (AASPA, 2009), the Guide to the Family Educational Rights & Privacy Act (Rowman & Littlefield, 2009) as well as the forthcoming Discipline and the Disabled Student (Rowman & Littlefield, 2012).

8:30-8:40 Overview and Introduction

8:40 Recent Decisions regarding

Commuting time & work-related tasks at home as compensable time

Exempt Classifications: Highly Compensated Employees & Creative Professionals

New Record-Keeping Rules & DoL Enforcement Priorities

10:00 Break

10:10 Retaliation for FLSA 'Complaints': The S.Ct. opens the door to the New Minefield of FLSA Claims

Kasten v. Saint Gobain: Oral Complaints Protected from Retaliation

Internal v. External Complaints: What is Protected?

DoL Guidance on Saint Gobain

Employee-Volunteers and Employees with multiple jobs

12:00 Questions, Comments and Back to School!

The Fair Labor Standards Act 2012

For Superintendents & Assistant Superintendents,
Human Resource Directors, Personnel Coordinators, Business and
Finance Administrators, Principals and Assistant Principals

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