



Indiana Hospital Association

Webinar: Weathering the Storm of Wage/ Hour Class and Collective Actions

The health care industry has, for the most part, successfully weathered the prior storm of wage/hour class and collective actions stemming from missed meal periods and “auto deduct” pay practices. But we are by no means in the clear.

More recently, there has been an exponential rise in wage/hour class and collective action litigation based on timekeeping and pay practices—specifically, rounding practices—related to the beginning and ending of the work day.

It is important for health care leadership to understand how unintentional timekeeping and pay practice mistakes quickly create multi-million dollar exposure for the organization. Of equal significance is taking a proactive approach that will prepare for, mitigate and defend against those risks.

After defending several multi-million dollar wage/hour class and collective actions in federal court, Hall Render attorneys helped develop a web-based tool designed to help improve compliance in several “high risk” areas. L.Y.R.I.C. (Lower Your Risk and Improve Confidence) helps identify exposure on “high risk” claims (i.e., time clock rounding practices, mid-shift breaks, smoke breaks, and smoke-free campus rules) and provides an easy way to connect with a Hall Render attorney to address any issues that come to light. While the tool does not guarantee 100% compliance with all wage/hour laws, upon completion of the 10-15 minute (free) web-based assessment, you’ll immediately be provided with a risk assessment profile, tailored to your organization.

Questions?

Contact **Laura Gilbert (317) 423-7793**
lgilbert@IHAconnect.org

Date: Thursday, December 6

Time: 2 pm ET

Login:

<https://join.onstreammedia.com/go/68131182/120618>

Dial-In: (888) 390-3983

Suggested Audience:

- Health care executives
- In-house counsel
- Human resource leaders

Topics Addressed:

1. Why federal and state wage/hour laws should matter to in-house counsel and executives—a brief discussion on recent class/collective actions and trends and why the health care industry is particularly at risk
2. A short primer on the federal Fair Labor Standards Act and the intersection with state wage/hour laws—how employees can assert class/collective actions, essentially creating multi-million dollar exposure for health care employers overnight
3. No good deed goes unpunished: a discussion of how common recurring problems in timekeeping and pay practices—intended to benefit the workforce and improve morale—actually backfire and lead to huge wage/hour exposure
4. Discussion of class/collective actions defended in the health care industry—firsthand accounts, war stories and lessons learned the hard way
5. Discussion of timekeeping and payroll “best practices” in the health care setting—weathering the storm to avoid and mitigate class/collective action exposure



Presenter:
Dana E. Stutzman | Attorney
Hall, Render, Killian, Heath
& Lyman



Presenter:
Sally Zuel | VP Human
Resources
Union Hospital, Inc.