Home health, hospice, and private duty are labor intensive services. As an employer or human resource manager in these industries, your employees are one of your largest, if not your largest, single source of potential liability. One of the most significant exposures to liability is through violations of wage and hour laws. Many homecare employers have inadvertently caused themselves a great deal of pain when they handled employee wages in a way they thought "made sense," but did not first check the FLSA. This webinar will provide an overview of the Fair Labor Standards Act and will identify some common areas where homecare employers make mistakes. Attorney Robert Markette will cover examples of common errors including the assumption that paying a salary makes an employee exempt (hint: it doesn't); holding an employee's check when they don't turn in documentation; failing to consider travel time in working time; and more....plus what you need to do to correct these errors to avoid potential liability exposure.

Learning Objectives

- Understand the basic concepts of the Fair Labor Standards Act
- Understand what salary basis of payment is and that it is not an exemption by itself
- Understand the companionship services exemption that is available under the FLSA.
- Understand why documentation is not only required by wage and hour laws, but important to protect the employer.
- Understand the common mistakes made by homecare employers and how to avoid them.

Presenter Robert W. Markette, Jr., CHC is with the law firm Benesch Friedlander Coplan & Aronoff LLP. His primary areas of practice are health law, Medicare/Medicaid compliance, fraud and abuse, employment law, and litigation. Robert is certified in health care compliance by the Health Care Compliance Board. Robert has spoken across the country on health law matters in home health including HIPAA Compliance, Fraud and Abuse, Medicare Compliance, Home Health Advanced Beneficiary Notices, Wage and Hour compliance, and Non-Competition Agreements.

Can’t make the webinar date? See the registration page for viewing option.
**REGISTRATION INSTRUCTIONS:**

1. **Each registration is for one (1) log-in only.** Use a separate form for each registration. Photocopy of original is acceptable.

2. **The webinar fee must be paid in full before the registrant will be allowed to participate in the program.** A confirmation will be sent via email to verify site registration, as will the handouts, Internet link, and instructions for participation. If email confirmation is not received within two (2) business days prior to the webinar, contact our office to verify your status.

3. Mail or fax completed forms to CAHSAH, 3870 Rosin Court, Suite 190, Sacramento, CA 95834 or FAX (916)641-5881. Mail and/or faxed registrations represent your commitment to attend and cancellation policies will apply.

**Cancellation policy:** A $30 cancellation fee will be charged to the individual cancelling their registration. All cancellations must be in writing and received by CAHSAH seven (7) working days prior to the workshop in order to receive a refund less the $30 cancellation fee. In the event of an emergency and you cancel after the cancellation deadline, a charge of 50% of your registration fee will be assessed in order to cover expenses incurred. No refunds for cancellations within three (3) business days prior to the event. No refunds after handouts are posted online. Refunds will be calculated by the date written notice is received and the CAHSAH business days remaining prior to the program. There are no refunds for no-shows.

---

**Registration Deadline: January 4th**

**(11:00 am—12:00 pm PST)**

**Can’t Make the Live Webinar?**

A recording of the webinar will be available free of charge to all program registrants. This recording will be playable online, **NOT downloadable**, and will be available for access until **January 25, 2012**.

For more in-depth training, catch Elizabeth Murphy’s “Wage And Hour” Workshop on **March 6, 2012** in Sacramento, CA or on **March 8, 2012** in Ontario, CA. More details are soon to come on our website www.cahsah.org.

---

**REGISTRATION FEE PER SITE/PHONE CONNECTION:** $199 Members / $249 Non-Members per Webinar

Registration fees are for one (1) webinar connection. For additional sites, please copy this form and send in with proper payment amount. The live webinar includes the opportunity to ask questions of the presenter. Contact hours may be earned for participating in the live webinar only.

- [ ] Check
- [ ] Visa
- [ ] MasterCard

**Total Enclosed:** __________________________

---

**REGISTRATION FEE PER SITE/PHONE CONNECTION:** $199 Members / $249 Non-Members per Webinar

Registration fees are for one (1) webinar connection. For additional sites, please copy this form and send in with proper payment amount. The live webinar includes the opportunity to ask questions of the presenter. Contact hours may be earned for participating in the live webinar only.

- [ ] Check
- [ ] Visa
- [ ] MasterCard

**Total Enclosed:** __________________________

---

**REGISTRATION FEE PER SITE/PHONE CONNECTION:** $199 Members / $249 Non-Members per Webinar

Registration fees are for one (1) webinar connection. For additional sites, please copy this form and send in with proper payment amount. The live webinar includes the opportunity to ask questions of the presenter. Contact hours may be earned for participating in the live webinar only.

- [ ] Check
- [ ] Visa
- [ ] MasterCard

**Total Enclosed:** __________________________

---

Please complete the registration form and mail or fax with payment to:

California Association for Health Services at Home
3870 Rosin Court, Suite 190, Sacramento, CA 95834
Fax: (916)641-5881 Ph: (916)641-5975 x113
www.cahsah.org