



*** REGISTRATION
ENDS 9/6 ***

Minnesota Organization of Habilitation and Rehabilitation

Presents

**Commensurate Wage Compliance Training
And Labor Law Demands**

By Mark Knuckles Associates, Inc.
(Wage Hour & Human Resource Management Consultants)

October 2nd & 3rd, 2024

Holiday Inn and Suites Downtown

Duluth, MN

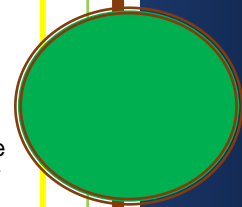
2024 Hot Topics!

- *WIOA F.A.B. – No. 2022-4*
- *How to adjust Prevailing rates when minimum wage changes*
- *14c Renewal Application Pitfalls*
- *Federal Contractors NEW Minimum Wage*
- *FMLA – Are your consumers covered?*
- *401k, 403b, 457b – are your consumers covered? a penalty?*

Your Future is Here!

This conference is essential for CEOs, Executive Directors, HR Directors and management team members. It is not just about “methods.” It’s about recognizing the fact that compliance demands are changing! You’re taken to the next step, managing YOUR organization with or without commensurate wages. Does the employment relationship change with consumers? Are there any laws that treat working consumers differently than regular employees? This conference will teach you the compliance concepts and principles that management must understand. The conference will change the way your organization thinks about FLSA compliance, not just commensurate wages, but your entire organizational culture.

Extensive experience and training of the presenters is the difference. MKAI consultants know HR management. They work with all types of industries. They know EEO laws and are recognized as FLSA, FMLA and commensurate wage experts. They interface with DOL investigators and the Chicago application reviewers everyday helping programs defend their renewal applications, work methods, and HR practices. MKAI knows what you are up against and what you must do to avoid investigations, violations, back wages and how to prepare for future changes.



Covered Topics-Issues:

- Not Renewing your Certificate? – Notify Chicago?
- Compliance Changes you are unaware of!
- Your CRP w/out a Certificate—the NEW Employment Relationship
- Why you must restructure your work programs
- Where are commensurate wages headed?
- Joint Employment liability with SE Programs
- Employee vs. Independent Contractor
- Interns & Volunteers—Unpaid Consumer Volunteers
- Paid Time vs. Non-Paid Time
- Unlawful Consumer Businesses
- WIOA Training & Documentation Requirements
- NEW Government Contractor Minimum Wage
- Piece Rate Times Studies – The Correct Method
- Has your certificate been denied? How to respond!
- Avoiding ADA charges
- Work Exploration Transition Models & Job Shadowing
- Requirements for Prevailing Rate Surveys & when to apply those changes
- Unlawful Harassment - Your Obligations!
- Fed. Contractors: Wage Benefits & EEO Compliance
- How Case Management is Failing
- PCA & SCA Compliance
- FMLA with Consumers and Staff
- Avoiding ADA Claims w/Consumer Job Placement
- Getting Real w/Consumer Case Management-- Preparing Them for the Future
- Current Wage Hour Division FLSA Enforcement
- Responding to a Certificate Revocation—Can You Get it back?
- Do you sign 'toll the statute' compliance agreement?

Wednesday October 2nd, 2024

Breakfast from 7 a.m. to 8:30 a.m.

Thursday October 3rd, 2024

Breakfast from 7 a.m. to 8:00 a.m.

Lunch provided on both days as well.



*To learn more about MOHR please check out our website at:
www.mohrmn.org*



COMMENSURATE WAGE COMPLIANCE TRAINING
AND LABOR LAW DEMANDS

Mark Knuckles Associates, Inc.

October 2nd & 3rd, 2024

Attendees:

Organization:

Address:

Phone:

Email:

COST: \$475 Non-MOHR Members
\$395 MOHR Members

Registration fee includes continental breakfast, refreshments, lunch, and program materials.

Register/Pay Online: <https://form.jotform.com/241583250037148>

OR

Make checks payable to: MOHR

Send check to: Heidi Smith, STEP, Inc., 5 Downtown Plaza, Fairmont, MN 56031

*The registration deadline is **September 6, 2024**, but space is limited.*

Registration will close when all spaces are reserved.

Holiday Inn and Suites Downtown

200 W 1st St

Duluth, MN 55802

Blocked rooms under MOHR for October 1st, 2nd & 3rd are available at a group rate of \$145.00 until **September 5**. Book rooms by calling 218-722-1202, (888) Holiday, or online at by clicking this link: [Fall Mark Knuckles Conference](#) with the Group Code: **MHR**

Registration: 8 a.m. October 2nd, 2024

Conference: 8:30 a.m. – 4:30 p.m. Tuesday

8:00 a.m. -- 4:00 p.m. Wednesday

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This conference and accompany materials are intended as general information only and not intended as legal advice or to answer a specific legal problem. MKAI and the consultants are not engaged in rendering legal advice and do not replace your legal counsel.

Conference Presenters:



Mark Knuckles, is a former U.S. Department of Labor investigator and sheltered workshop specialist. He investigated employers under the FLSA and government contract laws. He knows the FLSA from the enforcement side. While with the USDOL, he successfully obtained litigation in Federal Court against a sheltered workshop. He has testified in Federal Courts and Administrative Law Judge hearings. He knows what your burden of proof is!

He is a recognized expert with the Wage-Hour and EEO laws that affect you. Mark developed the only commensurate hourly rating method ever approved by a USDOL Administrative Law Judge. His commensurate wage compliance methods and forms have won the praise of Wage Hour investigators across the country.

Mark knows HR management. He maintained the SPHR, Senior Professional in Human Resources certification for 20+ years from the Human Resource Certification Institute. He has been a member of SHRM, the Society for Human Resources Management, for more than 30 years. MKAI is an approved training provider by both HRCI and SHRM organizations.

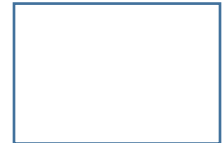
Clients include public and private CRPs, for profit and not-for profit CRPs, state rehabilitation agencies, state and local MH/DD/SA programs, group homes, city and county governments, savings banks, restaurant chains, accounting firms, ICFDDs, and manufacturing employers among others.



Ken Bathurst, retired from U.S. Department of Labor after serving 22 years as a Wage Hour Investigator. He has more than 35 years of government service. His investigation experience includes investigations of CRPs for Section 14c commensurate wage compliance. Ken specializes in 14c application reviews, FLSA minimum wage, overtime, recordkeeping, Part 541 salaried exemption determinations and investigation assistance during Wage and Hour Investigations. Ken received national recognition for his efforts with the Amish. He served as the Amish Child Labor and FLSA Coordinator with the Amish community.

Ken joined Mark Knuckles Associates in October 2009. He reviews all the 14c applications for our clients before they are submitted to DOL. Ken also provides technical assistance to our clients via phone, email and on-site investigation assistance. Ken regularly helps CRPs during DOL Wage Hour investigations. Come hear what this years' trends are, and take advantage of Ken's 35 years of government experience!

Mark Knuckles Associates, Inc.
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Hickory, NC 28603-2246



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Address Service Requested

