Fair Labor Standards Act (FLSA) cases are on the rise and employer’s continued compliance with the FLSA is essential to avoid costly wage claims. Before over-reacting, employers must understand the proposed revisions and assess the impact on their operations. Join CCAO for this Second Wednesday Webinar on January 13 at 9:30 a.m.

In this session the standards for exemptions from overtime will be visited. Updates in the law including proposed regulatory changes and how the FLSA should be addressed in provisions of collective bargaining agreements, personnel policies, and payroll practices will be discussed. The presentation will cover relevant cases which have been decided through the United States on the FLSA. Our expert speaker will provide good practice pointers to address difficult FLSA issues. Attendees will come away with strategies to address FLSA issues in their personnel practices and at the collective bargaining table.

**Speaker:** Jonathan J. Downes, Esq. of Zashin & Rich Co. is a certified specialist in labor and employment law. Jonathan brings more than 30 years of experience and expertise in representing public and private employers in all aspects of labor and employment law and human resource management. Jonathan is rated AV Preeminent by Martindale-Hubbell, selected as one of the "Best Lawyers in American - Employment and Labor Law" every year since 2010 and as an “Ohio Super Lawyer” every year since 2004, and one of “Central Ohio Top Lawyers” since 2009. Jonathan is a Fellow of the College of Labor and Employment Lawyers. He has a B.S. in Public Administration from Virginia Tech and a Juris Doctor degree from Case Western Reserve University School of Law.

**Registration:** Webinar participants may pose questions during and after the presentation. To register for this exceptional educational opportunity, please click on this link: [https://attendee.gotowebinar.com/register/3510912522446235138](https://attendee.gotowebinar.com/register/3510912522446235138)

If you experience difficulty in connecting to the link above while registering, please contact Amanda Jones, CCAO Program Assistant, and provide her with your name, title, employer, and email address. Webinar participation on January 13 is limited to the first 100 to sign-on to the webinar that morning. For additional information regarding the topic for this webinar, please contact Brad Cole, CCAO Managing Director of Research.