

1/10/14 FAME Meeting- Combined Pipeline/Hiring & Training

Attendees:

Bob Lasch- MCC
Bill Rotenberg- FLWIB
Stacy Kelly- Optimax
Andrea' Badger- FLCC
Lynn Freid- FLCC
Pat Gopen- FLWIB
Eric Israel- Seneca Waterways
John Boronkay- WFL BOCES
Greg Maine- WFL Boces
Eileen Rucinski- FAME
Susan VanAcker- Wayne Central Schools
Sam Samanta- FLCC
Jeanine Brockmyre- Absolute Precision
Rick Murphy- Silgan
Pete Boldt- BOCES
Ross Micali- MCC
Karen Springmeier- FLWIB
Jason Spurling- Monsees Tool
Bob Aronson- Seneca County IDA
Mark Preson- OPS and Eng
Tim Ansaldi- OptiPro
Ron Golumbeck- ITT

TCTI was our host location. Wanted to make mention that space is available for rent for companies to train employees. Courses are also available. Visit <http://tctivictoryny.org/> for details.

Labor Law presentation by Hiscock & Barclay. (PowerPoint presentation as separate file)

Discussed the following topics:

- Wage Deductions
- Meal Periods/Breaks
- Travel Time
- Gap Time
- Training Time
- Unpaid Interns
- Hiring Minors

Wage Deductions

Permissible deductions include:

- Insurance premiums
- Gym Memberships
- Charitable Contributions
- Cafeteria & Vending Services
- Daycare
- Pension & Saving
- Labor Union Dues
- Transportation Benefits
- Food & Lodging

NON-PERMISSIBLE deductions include:

- Tools, Equipment, Clothing
- Repayment of broken tools/losses
- Recouping unauthorized expenses
- Fines for tardiness
- Contributions to political campaigns
- Fees, Interest, Admin costs

*Note, just because you have written consent from an employee does not make the non-permissible items okay to deduct.

Wage advancements are not recommended! But they can be legal. However, recouping these expenses can be tricky- or may not be possible. Consult legal guidance before trying to do this.

Inadvertent overpayments can be recouped if you follow specific guidelines. Again, a good idea to contact legal counsel before performing this deduction.

Meal Periods/Breaks

FLSA (Fair Labor Standards Act) - requires 20 minute breaks (if provided) to be paid. 30 minute meal periods must be unpaid.

NYS- Rest periods are not required. However, Meal periods *are* required and *must* be 30 minutes of unpaid, non-working, time off the clock. Employees *cannot* opt out!

Travel Time

Travel time needs to be paid, but employer may deduct normal commuting time.

Gap Time

Must pay if employee is working, including breaks, meal periods, before and after shifts (if job required/integral to performance of job), for any necessary training, time and a half for any over time payments

Unpaid Interns

Can only be unpaid if job responsibilities are for the benefit of the intern. Must be a paid co-op if you would need to hire an employee to replace the intern in order to complete job duties.

Minors

Please review slides to see hours restrictions as well as job restrictions for employees under age 18.

Also, be mindful that if a company is found to be breaking these rules and a minor gets injured, they can face Endangering the Welfare of a Child laws as well as employment law repercussions.

1st offense: \$1000

2nd offense: \$2000

3rd offense: \$3000

Triple those prices if a minor is injured.

FAME ANNUAL EVENT- coming up on January 22nd from 4-6pm. Register online at nyfame.org