**Ponca City Area - Society for Human Resource Management (SHRM) Meeting**

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**Meeting: SHRM-September 13, 2012**

**Time: 11:30 am – 1:00 pm**

**Location: Pioneer Technology Center, Room B-120**

**Program- Fair Labor Standards Act**

Allen Hutson serves as an associate at Crowe & Dunlevy’s Oklahoma City office where he is a

member of the firm’s litigation practice group. Mr. Hutson earned his law degree from Oklahoma City University College of Law. While at OCU, he was a member of the Energy Law Association and the Honor Society of Phi Kappa Phi. Prior to joining Crowe & Dunlevy full time, Mr. Hutson completed two summer clerkships in Oklahoma City and Enid, Okla.

The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments. Covered nonexempt workers are entitled to a minimum wage of not less than $7.25 per hour effective July 24, 2009. Overtime pay at a rate not less than one and one-half times the regular rate of pay is required after 40 hours of work in a workweek.

* [FLSA Minimum Wage](http://www.dol.gov/whd/minimumwage.htm): The federal minimum wage is $7.25 per hour effective July 24, 2009. Many states also have minimum wage laws. In cases where an employee is subject to both state and federal minimum wage laws, the employee is entitled to the higher minimum wage.
* [FLSA Overtime](http://www.dol.gov/whd/overtime_pay.htm): Covered nonexempt employees must receive overtime pay for hours worked over 40 per workweek (any fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods) at a rate not less than one and one-half times the regular rate of pay. There is no limit on the number of hours employees 16 years or older may work in any workweek. The FLSA does not require overtime pay for work on weekends, holidays, or regular days of rest, unless overtime is worked on such days.
* [Hours Worked](http://www.dol.gov/whd/regs/compliance/whdfs22.pdf) (PDF): Hours worked ordinarily include all the time during which an employee is required to be on the employer’s premises, on duty, or at a prescribed workplace.
* [Recordkeeping](http://www.dol.gov/whd/regs/compliance/whdfs21.pdf) (PDF): Employers must display an official poster outlining the requirements of the FLSA. Employers must also keep employee time and pay records.
* [Child Labor](http://www.dol.gov/whd/childlabor.htm): These provisions are designed to protect the educational opportunities of minors and prohibit their employment in jobs and under conditions detrimental to their health or well-being.

**The Ponca City Area SHRM was organized in April, 2006 and currently has 39 members from Ponca City, Tonkawa, Blackwell, and Arkansas City area. The purpose of the local SHRM chapter is to provide a local forum for personal and professional development. The local SHRM provides an opportunity to develop leadership skills, a local networking arena, as well as providing programs to support and inform members on subjects that interest business owners and Human Resource professionals. The Ponca City Area SHRM chapter encourages all interested business and human resource personnel to attend these meetings. Please attend and RSVP, Robert Howard, President PCA-SHRM at 580.718.4239. This meeting will be held at Pioneer Technology Center on September 13, 2012 from 11:30 a.m. until 1:00 p.m. Lunch is Dutch-Treat starting at 11:30am. New members are welcome. All Ponca City Area SHRM board members meet at 10:30am.**

**Thank you!**

**Robert Howard, President, PCA-SHRM**