

Fair Labor Standards Act

CAI-NJ Headquarters, Freehold

September 20, 2016

Event Sponsor: CAI-NJ Community Academic Institute

Justin P. Kolbenschlag, a partner in the firm's Litigation Department, will present a program on the Fair Labor Standards Act (FLSA) which will be hosted by the Community Associations Institute – New Jersey Chapter (CAI-NJ), as part of their Community Academic Institute 2016 Lecture Series. The seminar will be held on Tuesday, September 20, 2016 at CAI-NJ's headquarters in Freehold from 9:30am-11:30am.

Mr. Kolbenschlag will address topics including:

- The new White Collar Amendments to the Fair Labor Standards Act
- How these regulations will impact businesses
- How to prepare for implementation of the "Final Rule"
- What constitutes sexual harassment – and what does not
- Insulating a company from vicarious liability for supervisor harassment
- Avoiding personal liability for harassment
- What should/should not be included in an employee handbook
- How to handle requests for leave

Mr. Kolbenschlag focuses his practice in complex commercial litigation, employment litigation, employment counseling, and significant injury personal injury claims. In the area of employment law, his experience includes both employment litigation and counseling. He defends claims of wrongful discharge, unlawful employment practices, discrimination, harassment, and wage and hour disputes. He has represented clients in investigations and charges before the U.S. Equal Employment Opportunity Commission (EEOC) and New Jersey Department of Labor and Workforce Development. He counsels corporate clients on a broad range of employment issues including termination, employee discipline, wage and hour, disability accommodation and requests for leave, and the drafting of employee handbooks. Mr. Kolbenschlag regularly conducts Harassment Prevention Training Seminars for employees, management and human resource professionals.

Mr. Kolbenschlag's commercial litigation experience includes restrictive covenant cases, real estate and specific performance disputes, contractual litigation, banking litigation, partnership and shareholder disputes, fraudulent transfer claims, consumer fraud act litigation, professional liability litigation, estate litigation, construction litigation, defamation, construction and landlord/tenant matters.

Seminars & Events (Cont.)

For more information and to register, visit: <http://www.cainj.org/events/calendar/>