

## 0610555 FRACCA Basic Workman's Comp - Federated

*Course Description: On-the-job injuries affect not only the injured employee, but the business and the employee's family as well. This session provides a condensed view of the complex and frustrating aspects of workers compensation, with a goal of positioning your business to properly leverage those concepts. This presentation shares business best practices, and presents Federated's unique views as one of the largest mutual insurance carriers in the country. We will share our experience delivering workers compensation managed care.*

## 0613630 Top 5 Employment Issues - Adams & Reese

*Course Description: This course analyzes five critical employment issues HVAC contractors must navigate in order to protect their business interests and mitigate liability exposure*

- 1) *Onboarding: best practices for hiring and onboarding employees. The "do's and don'ts" when it comes to job applications, interviews, background checks, drug testing, and more.*
- 2) *Work Authorization: navigating compliance requirements and strategic tips regarding the Form I-9, E-Verify, and recordkeeping.*
- 3) *Worker Classification: 1099 worker vs. W-2 employee. Analyzing classification factors and strategic considerations.*
- 4) *Wage and Hour Compliance: understanding who is entitled to minimum wage and overtime, what time counts as "work time," and how to properly pay minimum wage and overtime.*
- 5) *Protecting Your Workforce: strategic tips to retain employees and protect your investment in your workforce.*

## 0613104 Wage & Hour Potential Pitfalls - Adams & Reese

*Course Description: This course analyzes wage and hour compliance requirements, common pitfalls that trip up HVAC contractors and create liability exposure, and strategies for navigating those common pitfalls. Specific topics include:*

- 1) *W-2 Employee vs. 1099 Independent Contractor: Wage and hour laws only apply to people the law considers to be your employees; so it is important to understand who is considered an employee vs. a 1099 independent contractor.*
- 2) *Exempt vs. Non-Exempt Employees: Some employees are exempt from wage and hour laws (e.g., minimum wage and overtime). It is important to understand whether an employee is exempt or non-exempt from wage and hour laws.*
- 3) *Compensable Time: Understanding what time is considered "work time" for which the employee must be paid and that counts toward overtime. Common issues arise regarding drive time, lunch breaks, on-call time, wait time, etc.*
- 4) *How to Properly Pay Overtime: Understanding how to properly pay overtime to employees, including common issues such as commissions, bonuses, piece rate, and salary non-exempt employees.*
- 5) *Recordkeeping Requirements: What wage and hour records are you required to keep and for how long.*

# FRACCA

## 2023 How is FRACCA Supporting the Contractor?



**"Meet with Industry Leaders to keep YOUR Company AHEAD OF THE PACK  
when it comes to business growth, workforce training and code compliance.  
Bringing FRACCA...DIRECT to the HVAC CONTRACTORS**