



Regulatory Environments for Compensation Programs

Learn U.S. Federal Requirements All Compensation Professionals Should Know

This basic-level course presents an overview of the regulatory requirements for compensation programs. You'll cover the major federal statutes that affect compensation design and practice.

- Analyze the labor regulations that focus on either a specific type of employer or have been utilized in compensation disputes
- Examine the many issues related to FLSA, including record-keeping requirements and potential penalties
- Explore discrimination legislation relating to compensation

Who Should Attend

This course is designed specifically for compensation professionals who are new to the compensation field as well as for generalists with limited exposure to the compensation function.

What You Will Learn

Regulatory Environment and Related Laws

- Overview of regulations
- Davis-Bacon Act
- Walsh-Healy Public Contracts Act
- McNamara-O'Hara Service Contract Act
- National Labor Relations Act
- Sherman Antitrust Act
- Independent contractors vs. employees

Fair Labor Standards Act

- Overview of FLSA
- Hours of work
- Regular rate of pay
- Worker Economic Opportunity Act
- Child labor rules
- Record-keeping requirements
- Violations and penalties
- Exemption tests

Equal Employment Opportunity Statutes and Civil Rights

- Equal Pay Act (EPA)
- Title VII of the Civil Rights Act
- Comparable worth
- In-basket exercises

Rights Legislation and the Civil Rights Act of 1991

- Age Discrimination in Employment Act (ADEA)
- Vocational Rehabilitation Act
- Americans with Disabilities Act (ADA)
- Civil Rights Act of 1991
- Dispute resolutions
- Uniformed Services Employment & Reemployment Act
- In-basket exercises

Credits

- CCP: Required (U.S. CCP only)
- Certificate in Salary Administration: Required
- Recertification: 2 course, .5 exam
- CEUs: 1.5 course, .3 exam
- CPEs: 16
- CPIM/CFPIM/CSCP: 14 points
- PHR/SPHR/GPHR recertification hours: 16

Date: _____

Location: _____

Sponsored by: _____

How to register: _____
