*Missouri Alliance for* Home Care presents...

# Preparing For and Processing Reductions in Staff
# &
# Update to DOL's White-Collar Exemptions

Webinar

***Thursday, August 17, 2017 • 9:00—10:30 a.m. CST***

*Featuring* **Bill Ford, SESCO Management Consultants**

**Layoffs**

Home Care employers today are facing many challenges that are affecting their operations including increased regulations, unfunded mandates, reductions in Medicaid & Medicare reimbursement, employee health insurance requirements, FLSA & overtime rules and the list goes on. Because of this, providers are being forced to make difficult decisions such as layoffs.

Layoffs, reductions in force (RIFs), and downsizing are terms for employment terminations due to economic, rather than performance, factors. Permanent layoffs are painful for both employees and employers. The company loses trained, experienced employees and tests the loyalties and motivation of its remaining employees. Laid-off employees lose their livelihoods and sometimes their identity and self-esteem. Because of these consequences, employers should explore all alternatives before resorting to layoffs. SESCO will cover the basic tenants of preparing for reductions in staff, selecting staff and then communicating the reduction.

**Department of Labor White-Collar Exemption Update (Salary Threshold)**

On June 27th, the Department of Labor sent a formal Request for Information on the White-Collar Regulation to the Office of Management and Budget (OMB). This simply means that the Trump administration is re-opening the rule-making conversation as relates to the rule that would address the salary level for white-collar exemptions.

Due to the Department of Labor's formal Request for Information, in essence re-opening the conversation and previous comments by Secretary of Labor Acosta concerning his willingness to increase the current salary level threshold, there are many questions, misunderstandings and concern with employers across the country. SESCO will be providing updates on the latest developments.

**About our Speaker:** **Bill Ford** is President and CEO of SESCO Management Consultants. He has been with the firm for 26 years. Bill is a generalist human resource management consultant specializing in family business consulting, compensation, Wage and Hour, EEO representation, organizational development, labor relations and compliance to federal and state employment regulations. He has been engaged and has practical hands-on experience in numerous industries, including healthcare, funeral homes, manufacturing, retail auto dealerships, financial and credit unions, mining, and professional service industries.

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Preparing for staff reductions-Ford

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