



A Rhode Island Bar Association CLE Seminar

The New Rhode Island Wage Act

Tuesday, February 5, 2013

12:00 PM – 2:00 PM

Rhode Island Law Center, Providence

Subject to Supreme Court Rule IV 3 this course has
been approved by the MCLE Commission
for 2.0 RICLE credits.



Speakers

Hon. Lincoln D. Almond

*Magistrate Judge
US District Court RI*

Sonja L. Deyoe, Esq.

Warwick

Charles S. Kirwan, Esq.

Charles Kirwan and Associates

The 2012 Rhode Island Wage Act became effective June 20. It creates a new no-exhaustion private right of action enabling Rhode Island workers to sue their employers in Superior Court. The new rights and remedies created by the Act apply with equal force to both civil litigation and administrative proceedings conducted by the RI Department of Labor and Training. New features include a three year statute of limitations, the award of attorneys' fees and liquidated and double liquidated damages. These statutory incentives seem likely to increase claims for unpaid overtime premiums and unpaid hours worked.

At this program, the speakers will review the new legislation and provide an overview of its provisions and remedies. They will focus on:

- the litigation of new claims
- procedural issues and forum selection options
- the new Act's interrelationship with the FLSA's substantive requirements and enforcement mechanisms
- operation of the Act's new three year statute of limitations
- claims for single or double liquidated damages
- civil monetary penalties and RIDLT reporting to the Division of Taxation
- employer wage and hour self-audits
- expansion of Company "open door" policies to include wage complaints
- the dynamic significance of "retaliation" claims
- the limited availability of EPLI coverage

Whether you represent employers or employees you'll want to attend this comprehensive review of new legislation that may influence the way you counsel your clients and prepare your cases in 2013.

Registration Form

Please complete a separate form for each registrant. Please print.
(Please do not staple checks)

THE NEW RHODE ISLAND WAGE ACT – 2/5/13

NAME _____

FIRM/ORGANIZATION _____

ADDRESS _____

CITY/STATE _____ ZIP _____

TELEPHONE _____ BAR ID# _____

DATE ADMITTED TO PRACTICE _____

EMAIL _____

(You will receive an email confirmation of your registration)

TUITION (fee includes lunch)

Admitted to the Bar BEFORE January 1, 2008: \$95.00 _____

Admitted to the Bar AFTER January 1, 2008: \$80.00 _____

Associate Members of RIBA: \$80.00 _____

Enclosed is my check for _____ payable to the Rhode Island Bar Association/CLE

AMX M/C Visa Discover Exp. Date _____

- -

Signature _____ Date _____

REMINDER

MCLE Annual Reporting Requirements

ACTIVE Rhode Island attorneys must now report MCLE credits electronically through the Supreme Court’s Attorney Portal located at www.courts.ri.gov. Use your RI attorney ID number to create your account.

Credits may be stored and submitted at any time during the CLE year - July 1 - June 30 - rather than waiting until June 30.

If you have questions about this new requirement, please call the MCLE Commission at 401-222-4942.



DATE/TIME/PLACE

Tuesday, February 5, 2013
Rhode Island Law Center
115 Cedar Street, Providence
12:00 p.m. – 2:00 p.m.
Lunch is included.

In the event of inclement weather which causes severe or hazardous driving conditions, call the RIBA CLE program at 401-421-5740 for cancellation information. You will receive written notification of the new seminar date.

TUITION

\$95.00
\$80.00 for attorneys admitted after January 1, 2008

You may register by fax (401- 421-2703) or online (www.ribar.com) with a credit card or by mail with check or credit card. Payment must accompany registration. You will receive an email confirmation of your registration.

WALK-IN REGISTRATION

Pre-registration is strongly recommended. We cannot guarantee seats if the program sells out. Materials for walk-in registration will be available in limited supply. If you have not pre-registered, please call before the seminar to confirm that there have been no schedule changes and that seats are still available. Call 401-421-5740.

CANCELLATION POLICY

A full refund less a \$10.00 administrative fee will be given to registrants whose cancellations are received by 12:00 noon the day before the seminar. There will be no refunds for “no shows”; however, the program materials will be shipped after the program or a substitute may attend for someone unable to do so.

SPECIAL ACCOMMODATION/MORE INFORMATION

Please indicate on the registration form any special accommodation you may require or call the CLE office at 401-421-5740. For more information you may contact the CLE Office at the Rhode Island Bar Association 401-421-5740, fax 401-421-2703 or online at www.ribar.com

