



MEETING MINUTES

11:15 – 11:45	Registration
11:45 – 12:45	Lunch
12:50 – 1:00	Kathleen Strakes welcomed all and opened the floor for anyone to speak on upcoming CCPA plans. Tim Walstrum spoke about the planning for National Payroll Week. The chapter has selected September 11, 2014. There will be crab feast at Ocean Pride. The cost will be \$50 - \$55 all you can eat (amount depends on size of crabs). He is finalizing price and will post to the CCPA website next week. He asked if everyone present could pass the word onto their colleagues. Tim also mentioned Money Matters week, which occurs within the same week as NPW. The program involves APA members going into local high schools and speaking to juniors and seniors about basic payroll concepts. CPPs can receive RCH credits for participating. Contact Tim or APA for further information. Kathleen spoke about the upcoming All Day Conference, scheduled for November 2014. CCPA is looking to provide 4 – 6 RCH credits to the attendees requiring CE credits for the event. All speakers will be finalized at the end of this month. It will have a carnival theme, "Payroll Big Top"!
1:05 – 2:15	Kathleen introduced Laura Rubenstein, guest speaker on Employment Law. Laura Rubenstein is a lawyer with Offit/Kurman, Attorneys At Law. She advises companies on labor laws. Laura spoke on <u>Legal Updates & Employee Leaves of Absences: What Employers Should Know to Protect the Company</u>. She covered the change to minimum wage in MD, wage deductions,

recordkeeping, wages during employee leaves of absences and payments upon termination.

MD minimum wage will have a gradual increase to as high as \$10.10/hour effective 7/1/2018, beginning with the first one of 7/1/2015 from \$8 to \$8.25/hour.

Deductions from an employee's wages must be permissible before an employer can deduct. In MD employers are not able to mandate direct deposit.

Although it is recommended to retain most records 3 years, she advises to retain even longer due to the length of time necessary for litigation processes. Also MD ERs can't mandate breaks with automatic deduction from hours worked.

Eligibility for Family Medical Leave Act (FMLA) includes working for a covered ER for at least 12 months, worked at least 1,250 hours during the 12 months prior to the start of FMLA, work location has at least 50 EEs within 75 miles of the work location. FMLA can be paid out.

ADA kicks in when an individual's disability creates a barrier to employment opportunities.

Uniform Services Employment and Re-employment Rights Act (USERRA) allows EE to take job-protected leave for up to 5 years for military service

Paid Time Off (PTO) – legislature failed 2X in MD to require ERs to provide paid sick leave.

2:15 – 2:30

Raffle drawing of various gift cards to local food delights.