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Wait, does this affect me?

Recently President Obama proposed several changes to the employment law and in specific circumstances signed an executive order to have these rules apply to federal workers. You are not alone in having questions about how these proposed changes may impact your funeral business should they become federal labor law. Over the past several months our clients have been reaching out asking for clarification and we thought it was important to share some of these questions and our responses.

Q: What have you heard about a proposed mandatory minimum salary for managers?

A: So far the debate on raising the minimum wage continues in Washington. If President Obama's proposed minimum wage rule is placed into effect, there would be a change in managers pay. Basically managers (salaried employees) would have a new minimum salary threshold that is anticipated to be somewhere between \$45,000 and \$52,000 a year. So managers who make less than

that would no longer be exempt from overtime (even if they qualify as an exempt employee on all the other guidelines issued under the FLSA.) So funeral home owners need to be reviewing their managers salaries and determining the impact on their budgets if the minimum wage is changed as proposed.



Q: Enjoyed your article about the mandatory sick leave. I didn't realize before reading it this is a national trend of sorts. Nor did I realize we might have to provide such compensation for those who work only for fees doing removals and such. Our county has recently passed a "Sick Leave" bill. Let me know what you think we will

eventually have to do to prepare for this.

A: Thank you for the compliment. With President Obama's recent executive order on sick leave for federal worker's more states and counties are likely to consider such legislation. It is important to obtain copies of the specific state or county laws on sick leave that may apply to your business. The details in the laws passed will outline items such as how much sick leave you must provide and whether or not there is an accrual process or even if the employee has to be employed for a minimum period of time. Every state and county is unique on these requirements. Also, let's not forget to consider how providing this sick leave may necessitate an increase to your budget for salaries and wages. I will be happy to assist you with the entire process.

Feel free to ask your specific question at www.f4sight.com or read other published articles.

Announcing HR Services Complete Seminar

Foresight has been and continues to be at the forefront of Human Resources consulting for funeral homes and cemeteries throughout the United States. We are accepting reservations for Human Resource Complete, a 2 day seminar – November 12th & 13th at the Scottsdale Resort & Conference Center. Attendees will develop a complete HR service package for their business. Call Catherine at 602-274-6464 for more information or visit www.f4sight.com.



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