



DataPro Solutions - June Edition News Letter

Workforce Efficiency Solutions Since 1959

WWW.DATAPRONORTHWEST.COM

1-888-658-6881



Mobile Labor Management

Capture, Track, Report and manage your labor from mobile devices. Whether in the field or on the manufacturing floor, there are affordable solutions for your mobile workforce management needs and much of the functionality is already standard in NOVAtime.



Updates to regulations under the Fair Labor Standards Act,

The Department of Labor's Wage and Hour Division published updates to regulations under the Fair Labor Standards Act, which were effective May 5th. The changes were made to address questions pertaining to recordkeeping, overtime, and hours worked. Even though the final revisions may not have a substantial impact on most employers, we wanted to summarize a few of the changes that might affect you:

Wage Payments and Tips: if all tips are placed in a common pool for disbursement, the pool "can only include those employees who customarily and regularly receive tips." If non-tipped employees are in the pool, the employer cannot take a tip credit, but must instead pay

Mobile Solutions for Health Care

[Mobile Physician Rounding Solutions](#)

[Clinical Communications](#)

[Specimen Collection](#)

[Blood Transfusion Verification](#)

[Payroll Deductions](#)

[Remote Patient Monitoring](#)

[Asset Management](#)

[Asset Tracking for Healthcare](#)

Department of Labor News

[Secretary of Labor Hilda L. Solis and ambassadors of Guatemala and Nicaragua sign declarations protecting migrant workers' rights](#)

In conjunction with the declarations, letters of agreement were signed by the two agencies. The Wage and Hour Division will be able to protect migrant workers in low-wage industries such as hospitality and agriculture. OSHA will continue efforts to

the full minimum wage. The employer must 1.) notify its employees of any required tip pool contribution amount, 2.) only take a tip credit for the amount of tips each employee ultimately receives, and 3.) not retain any of the employee's tips for any other purpose.

Overtime: certain payments to employees (such as travel reimbursement) do not affect overtime because they are not "wages" paid to employees. The new regulations indicate that incomes from employer-granted stock options are also not "wages" for purposes of overtime calculation.

Compliance Tools to Protect Your Company



Labor is one of the largest expenses an employer incurs and is controllable if the right tools are in place. Even while proactively monitoring and controlling your labor costs can drive business productivity and profit, its and an area that many companies tend to overlook.

[**Read More...**](#)

improve workplace safety and health conditions while simultaneously providing outreach and assistance to Spanish-speaking workers and employers.

[**Read More ...**](#)

[**US Labor Department announces proposed rule concerning reporting on use of labor relations consultants**](#)

[**Read More ...**](#)