

July 9th, 2018



ILLINOIS CHAMBER  
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## UPCOMING SEMINARS



EMPLOYMENT LAW  
WORKERS' COMPENSATION  
OSHA UPDATES

SUPERVISOR TRAINING  
BUSINESS LAW  
AND MUCH MORE



[Full Calendar](#) | [Website](#) | [Contact](#)

## When Is Travel Time Compensable For Employees With No Regular Workday?

Contributed By: **Brian Wacker of SmithAmundsen**

Employees' work schedules seem to be as fluid than ever. More and more, employers are bending to the employment market's demand by allowing employees to work remotely from home and/or to reasonably set their own hours to accommodate personal obligations such as caring for children or loved ones. If done thoughtfully and effectively, these accommodations can lead to happier and more productive employees.

But it is not without potential pitfalls. A common concern for employers with employees who keep odd or fluid work schedules is whether they are required to compensate these employees for travel time away from home.

The answer, unfortunately, is not always clear. As employers know, the Fair Labor Standards Act (FLSA) requires employers to pay employees for their "work." Over time and through the passage of subsequent legislation, Congress has clarified that

employers are not required to pay their employees for time spent commuting from home to work. That is not compensable worktime, regardless of if the employee works at a fixed location or at different work sites.

[Read More >>>](#)

## Last Chance to Register:

**July 19 - HR Round Table**  
*Glen Ellyn, IL*

[Learn More](#)

## Featured Event:

### Mock Workers' Compensation Trial



**Thursday, August 16th, 2018 | 9:00am-12:00pm**  
McLean Chamber of Commerce, Bloomington, IL

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We will show how to present a strong defense by highlighting the burden of proof, the use of lay and expert witnesses, admission of exhibits, and other evidentiary rules at trial. Attendees will observe the role of credibility in testimony, documentation and medical records. From the pre-trial to closure of proofs at the

end of the case, we will demonstrate how every aspect of a worker's compensation hearing occurs. We'll see you in court!

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[Register Here >>>](#)

*Aug. 6th is the last day to save \$25.00 with the Early Bird Rate.*

## Upcoming Events:

**July 24 - Cybersecurity Conference**  
*Chicago, IL*

[Learn More](#)

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**July 26 - How to Properly Conduct a Workplace Investigation**  
*Naperville, IL*

[Learn More](#)

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**Aug. 2- FMLA, ADA, Military, and Other Leave Issues**  
*Effingham, IL (All attendees get the newly revised Manual)*

[Learn More](#)

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**Aug. 9 - Building Teamwork Using Everything DiSC Assessments**  
*Naperville, IL*

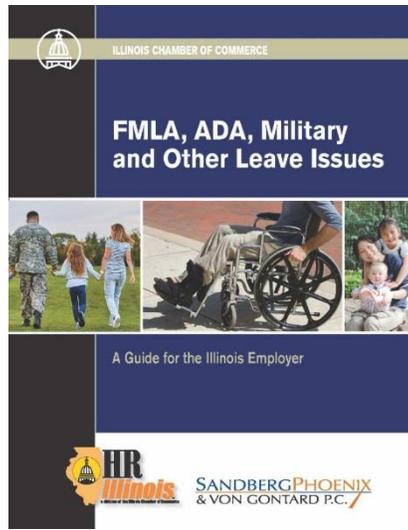
[Learn More](#)

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**Aug. 29 - Wage and Hour Compliance Workshop from A to Z**  
*Glen Ellyn, IL (Wage and Hour Manual Included!)*

[Learn More](#)

## Now Shipping!



The FMLA Book is Available for Order.

While many of the legal principles can be both confusing and difficult, our hope is this publication will assist in navigating through various issues that may arise. Some of the topics discussed are disability discrimination laws, Title I and terminology of the ADA, FMLA benefit protection provisions, and much more.

[View Here>>>](#)

## Contact Information:



**For any questions on events or assistance registering please contact:**

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