

New “FairPay” Overtime Rules Will Affect Most Veterinary Practices

Overtime law is undergoing important changes that will affect most veterinary practices. Known as the FairPay rules, these regulations took effect August 23, 2004.

To offer their members a better understanding of the new FairPay rules, the Massachusetts VMA asked attorney Todd Newman of Hanify & King P.C., to summarize what veterinarians and practice owners need to know about the new law. Mr. Newman specializes in business litigation and labor and employment law. Prior to joining Hanify & King he was an Attorney-Advisor to the Chair of the Federal Labor Relations Authority and also has served as a Special Assistant District Attorney in Massachusetts.

Susan Weinstein, JD, executive director of the Massachusetts VMA has offered to share Mr. Newman’s federal [overtime law summary](#) with ERC users. If you have specific questions, you should consult an accountant or qualified attorney.

For additional information, see the [JAVMA article](#) highlighting changes in the law by Dr. Raymond Stock, assistant director, AVMA Governmental Relations division or visit the Department of Labor's [FairPay Web site](#). This information is offered as an overview only. If you have specific questions, you should consult an accountant or qualified attorney.

Local Veterinary Clinics Central to National Pet Wellness Month

Fort Dodge Animal Health and the AVMA announced on July 24 during the AVMA convention that October will be designated National Pet Wellness Month and unveiled details of a joint educational initiative.

National Pet Wellness Month is a two-part program that will focus on the aging process of pets and the importance of twice-a-year wellness examinations.

The first part of the program will center on veterinary practices, where pet owners can receive valuable wellness information tailored to their pet from their veterinarian. Veterinarians can request a free In-Clinic Education Kit by e-mailing petwellness@lpm-adv.com.

Remember the Date Change!

The next ISVMA Annual Convention will be held **November 4-6, 2005** at the Crowne Plaza in Springfield, IL. Future conventions will be held in November to avoid scheduling conflicts (for both participants and exhibitors) and increase participation.

Brand new for 2005 is a General Session featuring Dr. Kevin Fitzgerald of Animal Planet's *Emergency Vets*. Dr. Fitzgerald has been performing stand-up comedy on an almost-nightly basis since 1986. His rapid-paced, one-liner style, combined with his ability to entertain without offending, has made him a highly requested act throughout the country.

The 2005 ISVMA Annual Convention will include:

- increased continuing education opportunities for veterinarians AND technicians;
- a practice management seminar designed for practice teams;
- an expanded tradeshow;
- an improved Job Fair;
- an expanded social on Saturday evening – modeled after the wildly successful Heart-to-Heart Social from the 2004 convention; and
- MUCH, MUCH MORE!

** The Mississippi Valley VMA helped make our date change possible. They graciously changed the date of their 2005 meeting from November to March 2-3, 2005. Information on their meeting is available at <http://www.isvma.org/region4.htm>.*

Have Your Practice Associates Forgotten to Send in Their Membership Renewal Forms or New Member Applications?

September 30, 2004 is the last day for you or your practice partners to renew your membership in ISVMA. After that date, anyone that has not paid their 2005 annual dues will have their membership terminated in accordance with the ISVMA Bylaws.

ISVMA has so far added 258 new members in 2004! All member prospects were mailed application materials and an invoice last month. Make sure everyone in your practice is supporting organized veterinary medicine through membership in ISVMA. Membership is not only important to the profession but it provides so many tangible benefits for the members! If you are unsure whether you or a doctor in your practice is a member, you can verify by checking at <http://www.isvma.org/findadoctor.htm>. Only ISVMA members are listed in the “Find A Veterinarian” search page.

If you're a 2004 graduate, your membership in ISVMA is free this year! Please note that your student membership DOES NOT automatically transfer. You must fill out a new DVM application. You can become a member online at <http://www.isvma.org/application.htm>.