

Wage and Hour

Overview

Complying with wage and hour laws and avoiding related litigation must be top of mind for today's employers. As our most recent *Class Action Survey* found, 40% of companies surveyed viewed wage and hour class actions as the greatest employment-related class action threat. Employers must ensure that their employees are properly classified as exempt or nonexempt, properly paid for their hours worked, and that independent contractors are not in fact misclassified.

These challenges are amplified because employers must comply with the fact-dependent requirements of federal and state, and sometimes even local, wage and hour laws, each of which are rapidly evolving.

Carlton Fields helps employers to meet these challenges. We offer wage and hour audits and other compliance services to help avoid litigation. Across the United States, we defend wage and hour collective actions under the Fair Labor Standards Act, and class actions under state law. We also defend single-plaintiff wage and hour claims, counseling our clients through every step in the process.

Services

- Defend wage and hour collective and class actions brought under federal and state law.
- Defend single plaintiff/claimant lawsuits and arbitrations.
- Represent clients in connection with Department of Labor wage and hour investigations and enforcement actions.
- Conduct wage and hour workforce audits to help ensure proper exempt/nonexempt and independent contractor classifications.
- Prepare, review, and revise written job descriptions, pay policies, employment agreements, and independent contractor agreements for compliance with wage and hour law.
- Advise employers on discreet questions and concerns regarding wage and hour issues.

- Assist with training supervisors, managers, and human resource professionals on wage and hour law compliance.
- Assist employers with resolving wage and hour disputes, both pre-litigation and during litigation, in compliance with FLSA technical requirements.

Insights

04.01.2019

Caps Off to You: DOL Proposes Raising Salary Cap

05.08.2018

Fifth Circuit Dashes Delivery Driver's Bid to Keep Wage Hour Claims Out of Arbitration

12.18.2017

Minimum Wage in the Many 'States' of California

11.20.2017

Tax Reform and Accumulated Leave (aka "Special Pay") Plans

Our Team

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Related Capabilities

Practices

- Labor & Employment
- Employee Benefits, Compensation & ERISA
- Construction
- Health Care
- Real Estate
- Education
- Discrimination

Industries

- Construction
- Health Care
- Real Estate