



# Wage and Hour

## CONTACT CHAIR

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## PEOPLE

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## INDUSTRIES

Professional Services

## Overview

### TAKE CARE TO AVOID WAGE VIOLATIONS

Any business can run afoul of state and federal minimum wage, overtime and employee benefits laws, especially if your personnel structure relies on temporary or part-time employees. Many workers will fall into a gray area that separates exempt and non-exempt employees. Other areas that can expose an employer to litigation include meal breaks, rest breaks, vacation and sick leave policies and expense reimbursement. Similarly, employers who depend upon a mobile, commission-based sales force often run into problems with disputes over unpaid commissions.

### KEEN INSIGHTS AND PRACTICAL GUIDANCE

As experienced employment lawyers, we can review your current employee classification structure and identify problems involving miscategorized supervisors, managers or professionals. We routinely counsel employers on employee classification methods and help them avoid wage disputes and overtime pay or work hour claims. We also advise of your rights and obligations surrounding commission arrangements.

When unpaid wage or overtime disputes evolve into a class or collective action, we can defend such claims in state or federal court and help minimize your exposure.

### EXPERIENCE

- Obtained defense verdict for purchaser of tech business and its directors and officers in Pennsylvania Wage Payment and Collection Act action brought by former shareholder for alleged past compensation due.
- Achieved favorable settlement for founders of brand protection and document security company located outside of Pennsylvania in PA Wage Payment and Collection Act brought by former employee.
- Represented Montgomery County in Wage and Hour action brought by class of corrections officers concerning time spent for roll call and doff and don.
- Represented Montgomery County in Wage and Hour action brought by class of nursing home skilled nurses asserting a miscalculation of overtime.

