

PRACTICE CONTACT

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WAGE AND HOUR/FAIR LABOR STANDARDS ACT

Revisions to the regulations defining who is exempt from overtime under the Fair Labor Standards Act and the dramatic growth of class action lawsuits have made wage and hour law an area of increasing concern for employers. Our attorneys are proficient in helping our clients to master the complex laws governing hours of work and payment of wages.

Our wage and hour practice offers our clients the following services:

- Counseling employers on how to comply with state and federal wage and hour laws, including overtime, lunch and break periods, vacation pay, and sick pay
- Providing insight into compensation issues such as premium pay, piece-work pay, and differing shifts during a workweek
- Counseling on when to pay employees, how to pay employees, and when deductions from paychecks are allowed
- Advising clients on proper classification of exempt and non-exempt employees and independent contractor status
- Representing employers in U.S. Department of Labor investigations across the country and in a wide range of industries
- Representing employers in defending individual and collective actions arising under federal or state law