



## Individual, Class and Collective Wage and Hour Actions

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Our attorneys have significant experience in wage and hour matters. We have a dedicated team that defends clients in individual, class and collective action wage and hour lawsuits, conducts wage and hour compliance audits, advises on wage and hour practices, assists clients in complying with local, state and federal laws, ordinances and regulations governing a variety of wage and hour issues and defends clients in government agency investigations.

We take a preventive approach to avoiding lawsuits by reviewing company wage and hour policies and practices, identifying areas of non-compliance or improved compliance, and taking a practical, business-minded approach to complying with the law while considering the client's operational needs.

### Experience

Below is a representative sample of the types of services we provide our clients in connection with wage and hour issues:

- ✓ Defending public and provide employers in local and nationwide complex wage and hour lawsuits, including class and collective action lawsuits.
- ✓ Defending employers in single-plaintiff and class action lawsuits brought by government agencies such as the U.S. Department of Labor.
- ✓ Representing employers undergoing regulatory audits by state and federal government agencies regarding their wage and hour practices, and defending employers against wage complaints before state and federal agencies.
- ✓ Drafting and reviewing commission, bonus and other incentive pay arrangements, independent contractor agreements and executive compensation agreements.



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- ✓ Advising employers on classifying employees as exempt from overtime, classifying employees as employees or independent contractors, calculating the proper overtime rate of pay and complying with the record keeping and record retention requirements.
- ✓ Advising employers on the impact of wage and hour laws unique to their industry such as tip credit and tip pooling in the hospitality industry, exemptions from overtime for truck drivers under the Motor Carrier Act, the prevailing wage requirements for government contracts and compensatory time and calculating overtime pay issues for public employers.
- ✓ Training management and human resource professionals on compliance with wage and hour laws.

Our attorneys have successfully provided these services to clients across a multitude of industries, ranging from state and local government and municipalities, union and non-union employers family-run businesses and businesses with thousands of employees nationwide.

## News, Events, and Publications

Illinois Supreme Court Reaches Decision in the Rosenbach "Biometric" Case

01.26.2019

Laner Muchin Announces Attorneys Elected to Membership

03.15.2018

Special Note for Illinois Employers Regarding Tracking Hours

09.21.2015

Light Duty Takes Hard Hit

09.21.2015

Illinois Resurrects Anti-Recording Law

09.21.2015