

# Wage and Hour Update

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# Mountain States Employers Council

Our *Mission* is to provide professional, cost-effective resources for employers in all areas of employment law, human resource consulting, training and surveys

Our *Focus* is compliance

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# Overview

- Legal Updates
  - Supreme Court
  - Case Law
- Common FLSA Issues
- Hot FLSA Topics



# Supreme Court Update

- Drug sales representatives
- Donning and doffing
- Mootness



# Case Law Update

- Automatic deductions
- Off-the-clock work
- Independent Contractors
- Retaliation and Liquidated Damages



# Common FLSA Violations

- Improper exempt classification
  - No accurate records of actual hours worked
  - Not paying for worked meal periods
  - Allowing “off the clock” work
  - Failure to pay “restricted” on-call time
  - Improper pay for training/travel
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# Hot Topics

- Interns
  - Wang v. Hearst Corp. (2013)
  - Glatt v. Fox Searchlight (2011)
  - Bickerton v. Rose (2012)
- Technology and hours worked
  - Allen V. City of Chicago



# Thank You

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