

Wage and Hour Laws: Are You in Compliance?

Reinhart hosted a seminar/webinar series: **Wage and Hour Laws: Are You in Compliance?**

Lawsuits challenging employer wage and hour practices under the Fair Labor Standards Act (FLSA) are on the rise. Over 8,000 FLSA lawsuits were filed in Fiscal Year 2012—more than four times the number filed in 2001—and that does not include claims under Wisconsin's wage and hour laws. Moreover, the U.S. Department of Labor has increased enforcement efforts and is targeting numerous industries for investigation of wage and hour violations.

Employers must understand both the federal and state wage and hour laws to help avoid costly lawsuits and successfully navigate federal investigations. [Katie Triska](#) and [Rob Driscoll](#) of Reinhart's [Labor and Employment Practice](#) present this seminar/webinar series – [PowerPoint 1](#), [Recording 1](#), [PowerPoint 2](#), and [Recording 2](#) – to help you navigate the complex patchwork of federal and state wage and hour laws, so that your business is in compliance. Continental breakfast will be provided for those who attend in person.

Audiences Who May Be Interested:

- Human Resources Professionals
- Managers and Executives with Human Resources Responsibilities
- In-house Legal Counsel

What We Discussed in Session 1 on September 25:

- The importance of complying with federal and state wage and hour laws
- Recordkeeping requirements
- Exemptions: Are your practices compliant?
- Trending working time issues: Meal/rest periods, travel time, education, donning and doffing, on-call time, nursing-mother breaks

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What We Will Discuss in Session 2 on October 30:

- Common pitfalls when calculating overtime
- Frequently asked questions regarding direct deposit, interns, vacation pay, deductions from wages and payment of final wages
- How to handle wage investigations and navigate class actions

About Our Speakers:

[Katie D. Triska](#) is a shareholder in the firm's Labor and Employment Practice. She routinely advises employers on a wide range of employment issues, including successful hiring, employee performance management and termination strategies; development and implementation of anti-harassment and other personnel policies; evaluating reasonable accommodation obligations under the Americans with Disabilities Act (ADA) and state disability laws; and achieving compliance with the Fair Labor Standards Act and state wage and hour laws.

[Robert S. Driscoll](#) is an attorney in the firm's Labor and Employment Practice. Rob's practice encompasses a variety of employment topics, including defending employers against claims of unlawful discrimination and/or retaliation, handling disputes over restrictive covenants, drafting non-compete agreements and representing clients in appeals. Rob also counsels employers on wage issues, including guiding employers through government wage investigations, and has defended employers against both class-action and individual wage claims.

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