Wage and Hour

With the explosion in class action lawsuits against employers challenging pay practices, compliance with state and federal wage laws is more important than ever. Reinhart's Wage and Hour Group understands this, and its attorneys have broad and deep experience assisting businesses with compliance and, where necessary, litigation.

Our group regularly assists employers in complying with the Fair Labor Standards Act (FLSA) and similar state statutes. Our experience covers issues employers face every day, including classification of employees as exempt or non-exempt from overtime rules, appropriate calculation of overtime rates of pay, identifying compensable working time, and application of state and local paid leave laws. We also help employers establish proper contractual relationships with independent contractors.

In addition, the Wage & Hour Group members are experienced litigators, having successfully defended businesses in multiple states and in federal courts against both individual and class action lawsuits, which often involve allegations of unpaid or miscalculated wages (e.g., overtime, commissions or bonuses). That experience also extends to protecting our clients' interests during audits by the U.S. Department of Labor and equivalent state agencies.

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