

→ Wage and Hour Class Actions

Defending, managing and resolving class actions requires experience and creativity. Sheppard Mullin represents clients in the defense of employment and benefit related class action suits. With success in ascertaining dismissals before class certification, our proactive approach to employment related claims has enabled us to resolve challenges in the most favorable way possible for our clients.

We have represented clients in a broad spectrum of collective and class actions, a sampling of which has included:

- Disputes under the Fair Labor Standards Act and state wage/hour laws involving employee classification and exemption matters, overtime and other compensation matters
- Work place safety such as exposure to toxic or hazardous substances
- Discrimination in hiring and recruiting, performance and promotion, compensation and termination
- Meals and rest periods
- Vacation pay
- Commission disputes

Sheppard Mullin has also represented clients in class action matters pertaining to the Employee Retirement Income Securities Act ("ERISA"). These cases have ranged in size and complexity from claims for benefits and breach of fiduciary duty to retiree medical benefits and disputes over vesting provisions.

Since certification of a class action can cause disputes that reach into the millions of dollars—as well as negative press—we work with clients to identify the best possible strategy under the circumstances. Whether this strategy is to settle out of court or to wage a full out court battle, the absolute importance of identifying potential solutions and to fend off inappropriate class petitions is imperative in the successful defense of these claims.