

→ Wage and Hour Regulations

Federal and state wage and hour requirements are extremely complex and impact every employer. Sheppard Mullin attorneys have unique expertise in the wage and hour area and are regularly asked to defend employers in wage and hour litigation. Employers rely on Sheppard Mullin to guide them through the labyrinth of rules in the wage and hour arena. The firm's attorneys help employers conduct internal audits and provide clients with day-to-day advice regarding wage and hour compliance.

Our attorneys advise clients daily on a wide variety of wage and hour issues, including:

- Employee classifications and exemption matters
- Overtime computation
- "Hours worked" issues
- Uniform and tool issues
- Holiday, vacation, sick leave and other benefit matters
- Alternative workweek schedules
- Commissions, bonuses and deductions
- Independent contractor and volunteer relationships
- Travel time

Sheppard Mullin remains current on all changes to the wage and hour laws and keeps clients apprised of new developments in this area. The firm regularly represents clients before the California Division of Labor Standards Enforcement ("DLSE"), the New York Division of Labor Standards and the federal Department of Labor ("DOL"). The firm has successfully litigated claims on both an administrative level and in state and federal courts.

Sheppard Mullin has also been a leader in defending employers against large, complex and potentially devastating wage and hour class action lawsuits. Our attorneys have represented employers in scores of wage and hour class actions, including claims involving unpaid overtime, off the clock work, vacation pay, payroll deductions, commission disputes, waiting time penalties and meal and rest period violations. These are extremely significant cases since employers faced with these class actions often face high dollar exposure and/or modifications in the way they conduct business.

Employers facing these claims have for years turned to Sheppard Mullin for wage and hour expertise and for the firm's success in class action litigation strategy.