

protect your business
Wage & Hour Audit



mitigate risk
Be Proactive

Protect your business from minimum wage and overtime exposure with a defensive wage & hour audit.

>Enforcement of The Fair Labor Standards Act Results in Violations

The Fair Labor Standards Act (FLSA) is enforced through private civil actions and governmental investigations, which carried a 78% violation rate in 2014 alone.

>A Dramatic Rise in Wage-and-Hour Class Suits

Since 2000, wage-and-hour class suits are up 450%. They hit an all-time high in 2014 and continued to climb in 2015. In federal court, employers are more likely to face wage-and-hour claims than any other form of employment litigation. The currently pro-employee administrative agencies that enforce the FLSA are threatening to dramatically expand the scope of its protections.

>Wage-and-Hour Class Actions Carry Significant Risk

Wage-and-hour class actions can carry tremendous exposure: employees often seek two times back wages (or, in Ohio, three times back wages) on a class-wide basis, plus substantial attorney fees.

Contact an
Employment
Practices Defense
Attorney

A relatively inexpensive wage-and-hour audit now is one of the best ways to ensure continuous compliance with state and federal law now and to avoid major exposure in the future.

Our attorneys can audit, review, revise, and provide guidance on your wage-and-hour policies and practices, including issues like minimum wage, overtime, exemption classifications, deductions, recording and rounding time, off-the-clock time, on-call time, training/meeting time, independent contractor relationships, joint employment, pre/post-liminary activities, and pay timing.

Employers face a number of state and federal regulations that can put their business at risk of litigation. Reminger Co., LPA's Employment Practices Defense Group understands the legal challenges that can expose employers to violations, lawsuits and other matters.

Our Employment Practices Defense Group regularly deals with the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, the Ohio Civil Rights Commission and other organizations that enforce workplace standards. We frequently defend in both Federal and State Courts jury trials involving:

- discrimination law
 - gender discrimination
 - racial discrimination
 - age discrimination
 - religious discrimination
 - sexual harassment cases
- common-law and statutory claims that the courts have recognized

>Our Services and Philosophy of Case Handling

While the primary focus of our Employment Practices Defense Group is the defense of matters, both pre-suit and once a matter has been filed either in court or with the state or federal civil rights Commission, we are regularly involved in day-to-day consultation with company officers, human resources managers, and any others who have legal concerns regarding employees. We regularly consult on the drafting of employment manuals and policy statements, and provide guidance when a client simply calls with a question regarding a 'problem' employee. We are often called upon to guide employers through difficult terminations, severance packages, and

to draft the ultimate release documents that, depending on the client's choice, can be the preventive medicine that wards off potential claims in varied employment contexts. These include wage and hour and employee classification issues.

Our philosophy of practice in Employment Defense is no different than the philosophy we strive for in all of our practice groups. In collaboration with our clients, we immediately assess the different factors that comprise the real 'problem' at hand, we explain the different scenarios and potential avenues that accompany the issue. Through this approach, we decide on the best way to finalize the matter, in the most efficient manner as possible. In a word, we strive to be problem-solvers.

This has been prepared for informational purposes only. It does not contain legal advice or legal opinion and should not be relied upon for individual situations. Nothing herein creates an attorney-client relationship between the Reader and Reminger. The information in this document is subject to change and the Reader should not rely on the statements in this document without first consulting legal counsel.

AKRON 400 Courtyard Square • 80 South Summit Street • Akron, Ohio 44308 • (330) 375-1311

CINCINNATI 525 Vine Street • Suite 1700 • Cincinnati, Ohio 45202 • (513) 721-1311

CLEVELAND 101 West Prospect Avenue • Suite 1400 • Cleveland, Ohio 44115 • (216) 687-1311

COLUMBUS Capitol Square Office Bldg. • 65 East State Street, 4th Floor • Columbus, Ohio 43215 • (614) 228-1311

SANDUSKY 237 W. Washington Row, 2nd Floor • Sandusky, Ohio 44870 • (419) 609-1311

TOLEDO One SeaGate • Suite 1600 • Toledo, Ohio 43604 • (419) 254-1311

YOUNGSTOWN 11 Federal Plaza Central • Suite 1200 • Youngstown, Ohio 44503 • (330) 744-1311

FT. MITCHELL 250 Grandview Drive • Suite 550 • Ft. Mitchell, Kentucky 41017 • (859) 426-7222

LEXINGTON Vine Center • 333 West Vine Street, Suite 1670 • Lexington, Kentucky 40507 • (859) 233-1311

LOUISVILLE 730 West Main Street • Suite 300 • Louisville, Kentucky 40202 • (502) 584-1310

INDIANAPOLIS Three Parkwood • Suite 150 • 450 E. 96th Street • Indianapolis, Indiana 46240 • (317) 663-8570

FORT WAYNE Lincoln Tower 116 East Berry • Street Suite 1735 • Ft. Wayne, Indiana 46802 • (260) 755-2280

NORTHWEST INDIANA One Professional Center, Suite 315 • 2100 North Main Street • Crown Point, Indiana 46307 • (219) 663-3011

