



U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division



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News Release

U.S. Department of Labor
 Wage and Hour Division
 Release Number: 05-1219-ATL (158)

Date: Tuesday, July 12, 2005
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U.S. Department of Labor Recovers More Than \$1 Million in Back Wages for Over 2,500 Humana Employees

LOUISVILLE, Ky. -- Health insurance provider, Humana, Inc., has agreed to pay more than \$1 million in back wages to 2,510 employees after the U.S. Department of Labor determined that the Louisville-based organization violated the Fair Labor Standards Act (FLSA).

"This Administration is committed to ensuring that workers receive all the wages they have earned," said Labor Secretary Elaine L. Chao.

An investigation by the department's Wage and Hour Division determined that from February 2003 to February 2005, the health insurance provider failed to properly compensate customer service and claims specialists working at call centers in Louisville, Ky., Green Bay, Wis. and Cincinnati, Ohio.

Investigators found that the company failed to record and properly compensate these employees for time worked off-the-clock powering up equipment, logging on to the network and bringing up programs necessary to perform their duties.

The FLSA requires that employers pay the minimum wage for all hours of work and overtime at a rate of one and one-half times the employees' regular rate of pay for hours worked over 40 in a workweek. The law also requires employers to maintain accurate records of employees' wages, hours and other conditions of employment.

The Wage and Hour Division recovered nearly \$200 million in back wages in fiscal year 2004 for more than 288,000 workers. Average days to resolve a complaint during that time decreased from 108 to 92 days.

For more information about the FLSA and other laws administered by the Wage and Hour Division, call the department's toll-free help line at 1-866-4USWAGE (1-866-487-9243); visit the Internet at www.wagehour.dol.gov, or contact the Louisville Wage and Hour Division office located at 601 W. Broadway, Room 31, phone (502) 582-5226.

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