

# Wage & Hour Laws: How To Avoid Common Pitfalls

WORKing Lunch - Labor & Employment Webinar Series

Firm Event

May 18, 2021 from 12:30 pm to 1:30 pm (EDT)

Los Angeles



The DOL's Wage and Hour Division recovered a record **\$1.4 billion** in back wages for workers in the past 5 years. According to the WHD, that's an average of \$1,120 for each employee. Suffice it to say that your company's potential liability under wage-and-hour laws continues to be very real, and very expensive.

Happily, much of this risk can be reduced with the right policies and practices in place—if you know what to look for in an ever-changing regulatory and enforcement environment.

Join the Kelley Drye [Labor and Employment](#) team for as we help participants look for their next big litigation risk by helping them find their blind spots.

- Misclassifying non-exempt employees as exempt from overtime requirements
- Failing to recognize what time is compensable
- Misclassifying employees as independent contractors
- Getting tripped up on differences between federal and state laws

## CLE and SHRM Information

### CLE

Kelley Drye is an accredited provider of NY, IL, CA and TX CLE. Each program in this series offers transitional continuing legal education and each program has been approved for a minimum of 1.0 NY Professional Practice credit, 1.0 General Illinois credit, 1.0 CA General credit and 1.0 Texas General credit. We will apply for CLE credit in other jurisdictions, upon request, but cannot guarantee approval.

### SHRM

Kelley Drye & Warren LLP is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. Each program in this series is pending for a minimum of 1.0 PDCs for the SHRM-CPSM or SHRM-SCPSM. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org). HRCI credit is pending.

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