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IS YOUR COMPANY IN COMPLIANCE  
WITH THE FAIR LABOR STANDARDS ACT?

# NOT SURE? YOU MAY NEED AN AUDIT.

## MAIELLO BRUNGO & MAIELLO, LLP

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A T T O R N E Y S   A T   L A W

Fair Labor Standards Act (FLSA) claims have become the number one employment class action lawsuit in our nation today. Employers in other states have already been targeted by an organization that aggressively advertises for potential claimants by holding press conferences, advertising on the radio and putting up bulletin boards. More states are on their list.

The FLSA provides minimum standards for employee wages and overtime, and sets forth administrative procedures by which covered work time must be compensated. Employee claims can include:

- Failing to pay overtime for employees who work during lunch.
- Failing to pay a blended overtime rate for employees who work two FLSA-covered jobs, such as a bus driver who also works as a custodian.
- Failing to develop a written compensatory time plan for any time employees work over 40 hours in a week.
- Failing to pay employees for lunch breaks of less than 30 minutes.

A violation of the FLSA can be costly to an employer. In addition to attorneys fees and costs for defending against a FLSA claim, an employer can be found liable and ordered to:

- Pay back wages.
- Pay liquidated damages.
- Pay into an employee's retirement fund.
- Pay civil penalties.

At Maiello, Brungo & Maiello, LLP, we know the law and we can help. Before you are served with a claim, our experienced attorneys can perform FLSA audits, evaluate your current FLSA practices and, if needed, prepare a corrective action plan. We also provide assistance and legal counsel to an employer faced with an FLSA claim. Take proactive steps and ensure your organization's future.

*To learn more about  
our law firm – and your  
obligations under the  
Fair Labor Standards  
Act – contact us at  
412-242-4400.  
We would be pleased  
to discuss your  
current or anticipated  
legal challenges.*

