



## Practices & Industries

# Wage and Hour Compliance & Employee Compensation

## Overview

Day Pitney's Wage and Hour Compliance and Employee Compensation group provides employers with proactive guidance to navigate the complexities of federal, state, and local wage and hour laws. We work with businesses across industries, including healthcare, financial services, education, manufacturing, and retail, to develop and maintain compliant compensation practices that minimize risk and support operational goals.

Our team advises employers on a wide range of wage and hour matters, including employee classification under the Fair Labor Standards Act (FLSA) and state laws, overtime pay, minimum wage requirements, timekeeping practices, and compliance with prevailing wage laws. We assist in designing and implementing compensation structures, incentive programs, and bonus plans that align with regulatory requirements while meeting business needs.

We represent employers in audits, investigations, and enforcement actions brought by the Department of Labor (DOL) and other regulatory agencies. When disputes arise, we defend clients in wage and hour litigation, including class and collective actions, with a focus on achieving cost-effective and favorable outcomes.