

PRACTICE AREAS

Exempt / Non-Exempt Classification Compliance

In order to comply with wage and hour laws, employers must properly classify employees as either exempt or non-exempt from overtime under the Fair Labor Standards Act. Improper classification has ramifications for compliance with overtime pay and meal and rest break policy and law, tip-pooling, the overall compensation system structure, and which workplace policies and handbook provisions are applicable to the employee. It also is relevant to how workforce data is reported and analyzed.

Roffman Horvitz attorneys evaluate job descriptions and conduct employee interviews to examine actual job duties and ensure proper FLSA classification.