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Boom In Overtime Suits A Danger For Employers But 'Gold Mine' For Plaintiffs' Lawyers

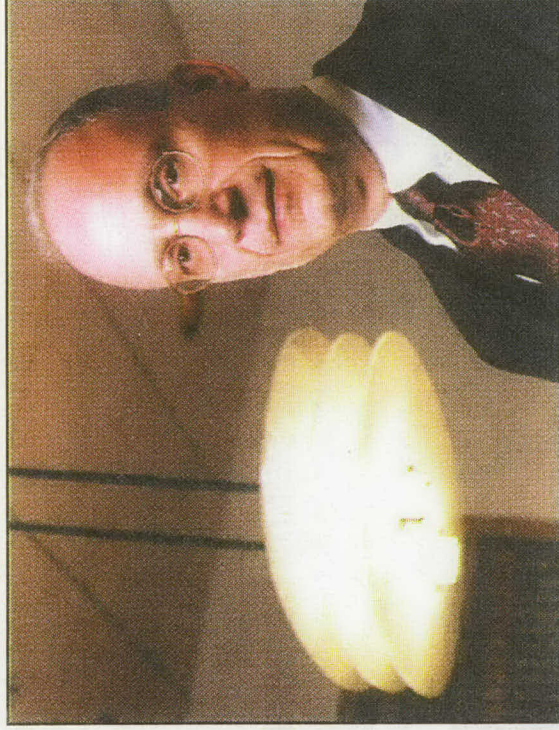
By James L. Dam

Lawsuits against employers for violating federal and state overtime laws have increased dramatically over the past few years – creating a dangerous situation for employers and a potential “gold mine” for plaintiffs’ attorneys, experts tell Lawyers Weekly USA.

Most of these lawsuits have been over the misclassification of salaried employees as exempt from overtime and the failure to pay hourly employees for “off the clock” efforts, such as work done on a lunch hour or just before or after a shift.

The boom in suits appears to be partly the result of a law that was written for a different kind of workforce and a climate in which a growing amount of work is often done outside of a traditional office setting

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Todd Buchanan

Many people who come to a lawyer's office after being fired don't have a viable claim for wrongful termination, but do have an overtime claim worth pursuing, said attorney Jac Cotiguala.