

## Wage Compensation

**Overtime Wage Payments.** The firm has substantial experience in representing employees in recovering overtime pay. The regulations interpreting the federal Fair Labor Standards Act (FLSA) have undergone substantial changes in recent years. Moulton & Long PLLC is on top of the latest developments under the FLSA, which requires employers to pay non-exempt employees at a rate of not less than one and one-half times their regular rate of pay for hours worked in excess of forty in a workweek. The law does not protect all employees, however, since there are certain exemptions that apply based upon the type of work being performed and/or the type of business involved. In some instances, employers misclassify employees as "exempt" from the FLSA's coverage in order to avoid overtime pay obligations. Moulton & Long PLLC can evaluate whether you are, in fact, entitled to overtime payments and assist in recovering such amounts.

Moulton & Long PLLC aggressively handles matters in which employees are denied minimum wage payments required by federal and state laws. In some instances, employees may not even be aware that their effective hourly rate is less than the minimum wage such as when employers require them to pay for their own work supplies and uniforms. Such conduct violates the Fair Labor Standards Act, which requires employers to pay their employees a minimum hourly rate of not less than \$6.15.

**Unlawful Wage Deductions.** We assist employees in recovering amounts unlawfully deducted from their pay. Under Kentucky law, employers are prohibited from making deductions from an employee's wages for such things as breakage or spoilage of materials. The law only permits deductions from wages for limited purposes: First, the deduction must be for the benefit of the employee and second, the employee must have agreed to the deduction in writing. Unless these two requirements are met, the employer has violated Kentucky's unlawful wage deduction law.

**Nonpayment of Wages.** Whether the obligation to pay wages, commissions or salary is based in contract or law, we aggressively pursue claims for failure to pay such amounts. **"This is an advertisement."**