

Wage and Hour Violations: Protecting Employees from Unpaid Wages and Overtime

Results achieved in prior matters are not meant to be a guarantee of success as the facts and legal circumstances vary from matter to matter.

There are numerous types of wage and hour violations by employers for which claims can be made. This includes claims for overtime wages (based on misclassification of the employee or being paid “straight” time), failure to pay minimum wages, unpaid training meetings and lectures, unpaid work travel time, and misclassification of workers as independent contractors when they should be classified as employees.

The federal law that governs the above violations is the Fair Labor Standards Act (“FLSA”) and its New Jersey equivalent is the New Jersey Wage and Hour Law. The statute of limitations is six (6) years. If your employer has not paid you correctly under the New Jersey Wage and Hour Law you may be entitled to the money that is owed plus 200% in liquidated damages.

In addition to the above violations, workers can make claims under the New Jersey Wage Payment Law (“NJWPL”), which governs the timing and method of payment to workers. An employer can be held liable under this law for reasons including failing to pay employees in the time required, improperly deducting money from an employee’s paycheck, or not notifying an employee of a change in rate of pay.

If you haven’t been paid correctly, were denied overtime, or suspect you’ve been misclassified, you may be entitled to significant compensation under state and federal wage laws. The employment law team at Wilentz, Goldman & Spitzer P.A. can help you recover unpaid wages and hold your employer accountable. **Contact us today for a confidential consultation.**

To speak with an attorney about your legal options, please call: 732-352-9858.