



## **Take Action to Avoid OT Lawsuits**

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In the 2004 calendar year, 743 collective lawsuits – that is, lawsuits brought on behalf of more than one plaintiff – were filed in federal district courts alleging violations of the Fair Labor Standards Act (FLSA). This number is up from just 79 such lawsuits in 2000. The suits allege wrongdoing ranging from asking or requiring employees – especially managerial employees – to work off the clock to altering employee time records, but looked at as a whole what they seek to do is to challenge the idea that managers or managerial staff are exempt from overtime regulations. This article offers ways employers can shore up their operations against litigation.

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