



## Urban Outfitters Extends an Unfashionable Invitation to Employees

News

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John Thompson was quoted in *Corporate Counsel* on October 13, 2015. The article “Urban Outfitters Extends an Unfashionable Invitation to Employees” discussed the uproar currently facing Urban Outfitters due to a leaked memo asking workers to come in on the weekends and “volunteer” at an Urban Outfitters warehouse being obtained by news and gossip blog Gawker.

The reality, said John, is that as long as workers are exempt, at least under federal law, Urban Outfitters didn’t technically even have to make the work voluntary. “They could have required it without additional pay,” he noted, adding that such a strategy may have been heavy-handed but not illegal.

To read the full article, please visit [Corporate Counsel](#).

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