



Managers Can No Longer Say They Didn't Know Employees Were Working Overtime

News
7.22.16

The article, “Managers Can No Longer Say They Didn't Know Employees Were Working Overtime,” featured in *Fortune Magazine*, reported on a recent decision by the 6th U.S. Court of Appeals in Ohio which has put liability for overtime squarely on employers who “should have known”—by way of “the exercise of reasonable diligence”—whether an employee was working more than 40 hours a week.

Rich Millisor weighed in on the ruling.

“This can be more complicated than it seems, even when people punch a time clock,” said Rich. “In white-collar jobs, it gets even trickier.”

“This case puts employers on notice that they have to be proactive about keeping precise track of people’s time,” said Rich. For managers whose to-do lists already seem endless, he added, “it’s one more thing not to lose sight of.” Ah, just what you needed.

To read the full article, please visit [*Fortune Magazine*](#).

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