



## Hurricane Winds Don't Blow Over Employers' Legal Duties

News

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The article, "Hurricane Winds Don't Blow Over Employers' Legal Duties," featured in *Law360*, shed light on key employment law considerations that may arise after a natural disaster, from wage-and-hour concerns to workplace safety.

John Thompson weighed in on wage-and-hour laws concerns.

In addition to the FLSA, an employer must also take into account analogous state or local wage-and-hour laws, as well as their employment contracts with workers, which can sometimes impose different requirements than the FLSA, said John Thompson.

"It really is very situation-specific," he said. "Maybe one of the most important things an employer can do is be sure that it's taken into account not only all of the potential legal ramifications, but that it's doing that with a thorough awareness of all the different facts and circumstances of the different segments of its workforce that are affected by this."

To read the full article, please visit [Law360](#).

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Wage and Hour