



Irvine Attorney Discusses Intersection of Union and Overtime Law

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In her bylined piece for *The Recorder* titled “Managing the Intersection of Union Contracts and Overtime Law: Court Provides Guidance,” Rebecca S. King examines the Ninth Circuit’s *Curtis v. Irwin Industries* decision, where the panel offered guidance to employers in complying with collective bargaining agreements while simultaneously applying potentially inconsistent definitions of California’s overtime law. However, Rebecca notes that this does not necessarily provide employers with an automatic reprieve from state law.

Rebecca reviews the facts of the case, examines the panel’s analysis and offers a glimpse into what the decision means for employers. She encourages employers to seek legal counsel when negotiating the terms of a bargaining agreement, though employers can now be assured a bargaining agreement can be structured without worrying about compliance with both California’s overtime requirements and the requirements of the agreement.

To read the full article, visit [*The Recorder*](#).

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