



**The University of Texas School  
of Law**

**31st Annual  
Labor and Employment Law  
Conference**

**May 30-31, 2024**

1

# **Developments in Wage/Hour Compliance and FLSA Regulation**

**Are You Ready?**

**Littler®**



2

# Presented By



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3

3

## Agenda

- Department of Labor Trends
- Legislative Trends
- Department of Labor Rules
- Compliance Traps – What's New



4

# DOL Wage and Hour Division – 2023 Recap

- \$274M recovered for 163k workers
  - \$1,297: average back wages for each employee
- 955 child labor investigations
  - \$8M in penalties



# DOL Wage and Hour Division – 2023 Recap

- Is Your Industry at Risk?
  - Health Care: > \$31.8M wages/penalties
  - Construction: \$35.5M wages/penalties
  - Food Service: \$29.6M wages/penalties
  - Building Services: \$12M wages/penalties
  - Retail: \$8.3M wages/penalties
  - Agriculture: \$6.8M wages/penalties



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## Title search: Developments In Wage-Hour Compliance and FLSA Litigation

Also available as part of the eCourse

[2024 Federal Employment Law and Policy Updates](#)

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31<sup>st</sup> Annual Labor and Employment Law Conference session  
"Developments In Wage-Hour Compliance and FLSA Litigation"