

In The News

Paul Rutigliano Explains Department of Labor's Recent Guidance on FLSA Compliance in *Employee Benefit Plan Review* Article

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Paul Rutigliano wrote an article published by *Employee Benefit Plan Review* explaining two recent opinion letters by the Department of Labor, which offer guidance on Fair Labor Standards Act (FLSA) compliance.

“The Wage and Hour Division of the U.S. Department of Labor (DOL) has recently issued two new opinion letters that clarify how employers should calculate the overtime rate when employees are paid lump-sum bonuses and when employers can pay consultants on a per project basis while avoiding overtime requirements under the Fair Labor Standards Act (FLSA).

While DOL opinion letters are not binding on any court, they are helpful guidance, particularly for employers, on how the DOL applies the law to the circumstances at hand.”

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