

**Wage and Hour Liability:
Sample Verdicts and Reported Settlements
in Excess of \$2 Million**

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Wage and Hour

Wage and hour matters are private lawsuits and government actions alleging violation of the Fair Labor Standard Act (“FLSA”) and other federal laws, as well as state laws governing how workers are paid. Typical Employment Practices Liability (“EPL”) insurance policies exclude wage and hour cases, although increasingly, EPL policies have included some form of sub-limited defense cost protection, but this still leaves employers responsible for the bulk of the exorbitant defense costs and all of the settlement and judgment exposure in what are often collective or class claims. In recent years, more insurers have become willing to comprehensively embrace both defense and indemnity exposure for even the largest risks.

According to the United States Federal Judicial Caseload statistics for 2016, FLSA cases increased in 2016 by 12.3% over 2015. The magnitude of the largest FLSA case settlements has also risen. The value of the top ten FLSA settlements in 2016 totaled almost \$700 million, a sizable 50% increase over 2015. The frequency of state claims in California and other states has also increased sharply.

The range of allegations exposes almost every industry to these types of claims. Wage and hour claims include misclassification of employees, miscalculation of wage and/or overtime rates, failure to pay earned tips or disputes over recorded time. These claims also frequently become collective or class actions, and while federal law requires workers to opt-in, many state laws have opt-out requirements where potential plaintiffs are automatically included in state class actions unless they decline to participate. There is discord in court rulings on similar issues and interpretations of FLSA definitions, and both federal and state courts are asked to decide application of fairly ancient laws to very modern work arrangements. Wage and hour matters have firmly caught the attention of the plaintiffs’ bar and will continue to be a hotbed of litigation activity.

Here we present a sampling of U.S. wage and hour verdicts or reported settlements in the last five years of \$2,000,000 and above. The cases are arranged by the size of the verdict or settlement. We have identified the state of each case and indicated whether the case was in state or federal court. We explain a bit about the background of each case where available and the allegations made by the plaintiffs. Notably, the listed amounts do not include the defense costs incurred by the employers, which are typically substantial. The entries added since the last edition of this survey are highlighted in yellow.

The information was gathered from many sources – jury verdict services, court filings, attorneys, news outlets, and numerous internet resources.

This summary is intended to be instructional – to provide information about the potential exposure associated with resolving wage and hour litigation. It does not purport to be all-inclusive and may not include all post-verdict developments. If there are verdicts or non-confidential settlements not listed here, or updates on the listed items, we would be most grateful to hear about them so they may be included in the next edition.

Wage and Hour Claims

1.	<p>\$240,000,000: Settlement</p> <p>FedEx Ground Package System Inc.</p> <p>June 2016 Federal Court: IN</p>	<p>The settlement resolved class actions by roughly 12,000 delivery drivers in 20 states who alleged they were misclassified as independent contractors, and that the company improperly deducted business expenses from their pay.</p>
2.	<p>\$226,500,000: Settlement</p> <p>FedEx Ground Package System Inc.</p> <p>June 2015 Federal Court: CA</p>	<p>A class of 2,016 drivers filed suit alleging that FedEx Ground misclassified the drivers as independent contractors. The average payout per class member was expected to be more than \$100,000.</p> <p>Update: In June 2016, the judge awarded \$37.2 million in attorneys' fees, paid out of the settlement fund.</p>
3.	<p>\$110,000,000: Settlement</p> <p>ABM Security Services, Inc.</p> <p>February 2017 State Court: CA</p>	<p>A consolidated class action suit 2005 by security guards who alleged that ABM's practice of requiring the guards to carry walkie-talkies during rest breaks meant they are not relieved of all duties during their breaks violated state labor law. A lower court awarded the guards \$89.7 million in damages in July 2012, but the appellate court later reversed, finding that being on call did not violate the requirements of a rest break. The guards appealed to the California Supreme Court, which reinstated the verdict in December 2016 and found that employers have no control over how workers spend their break time and must relieve them of their duties in order for it to count as a rest break.</p>
4.	<p>\$100,000,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>April 2016 Federal Court: CA</p>	<p>Two class actions were filed alleging Uber misclassified drivers as independent contractors and withheld a 20 percent gratuity. Uber agreed to a settlement that would pay 385,000 California and Massachusetts drivers \$84 million, with an additional \$16 million if the company goes public. However, the settlement would still allow Uber to classify its drivers as independent contractors.</p>
5.	<p>\$73,000,000: Settlement</p> <p>Bank of America NA</p> <p>December 2013 Federal Court: KS</p>	<p>A class of approximately 185,000 non-exempt hourly workers employed at nationwide retail banking and call centers filed suit, alleging the company requires non-exempt employees to perform off-the-clock work.</p>

6.	<p>\$60,800,000: Verdict</p> <p>Wal-Mart Stores Inc.</p> <p>November 2016 Federal Court: CA</p>	<p>A certified class of 839 truckers alleged they were not paid for work-related on-duty tasks, such as pre- and post-trip inspections. They also alleged they were not given rest breaks required by law or paid properly for time spent on federally mandated 10-hour layover breaks, during which they had to stay with their trucks. The award was originally \$54 million but then the judge added approximately \$6 million in restitution.</p> <p>Update: In September 2017, the judge approved \$15 million in plaintiffs' attorneys fees.</p>
7.	<p>\$41,000,000: Settlement</p> <p>RS Legacy Corp. (RadioShack)</p> <p>August 2016 Federal Courts: NY and OH</p>	<p>The liquidating trustee overseeing the bankruptcy estate of the electronics retailer agreed to settle a pair of class action suits relating to miscalculation of overtime for more than 7,500 store managers.</p>
8.	<p>\$36,000,000: Settlement</p> <p>Landsafe Appraisal Services, Inc.</p> <p>August 2015 Federal Court: CA</p>	<p>A subsidiary of Bank of America, Landsafe Appraisal Services, Inc., agreed to pay a settlement of \$36 million to settle allegations that it misclassified its staff appraisers as exempt from overtime. The matter was settled after three years of settlement negotiations and mediation.</p>
9.	<p>\$35,000,000: Settlement</p> <p>Ecolab, Inc.</p> <p>August 2016 Federal Court: CA</p>	<p>A class of 223 workers hired to service dishwashers and promote the company's cleaning products alleged the sanitation employer misclassified them as overtime exempt, failed to pay them for overtime hours worked, and didn't provide meal breaks.</p>
10.	<p>\$29,000,000: Settlement</p> <p>Ecolab, Inc.</p> <p>April 2013 Federal Court: CA</p>	<p>A class of approximately 400 current and former exterminators filed suit in October 2011 claiming the sanitation company mistakenly classified them as exempt from Fair Labor Standards Act protections because they handled hazardous materials. The Haz/Mat exemption was designed to prevent Haz/Mat truck drivers from driving for long, potentially dangerous shifts, and the Court found that the exemption didn't apply to workers who incidentally carry small quantities of chemicals as part of their jobs.</p>

<p>11.</p>	<p>\$28,000,000: Settlement</p> <p>Schneider National Carriers, Inc.</p> <p>September 2015 Federal Court: CA</p>	<p>A class of over 6,000 truck drivers settled with the trucking company who allegedly failed to provide meal and rest breaks, failed to pay for all miles driven and accrued vacation at the required state rate, and neglected to pay minimum wages for all hours worked. The class represents three groups, with approximately \$20.5 million of the settlement going to the so-called dedicated and intermodal driver subclasses, and the remaining \$7.56 million allocated to the regional driver subclass.</p> <p>Update Settlement approved by the court in October 2016.</p>
<p>12.</p>	<p>\$27,000,000: Settlement</p> <p>Children’s Hospital Los Angeles</p> <p>September 2016 State Court: CA</p>	<p>Four class actions brought on behalf of 9,546 current and former hourly, nonexempt employees who alleged they were not paid proper overtime wages, not provided meal and rest breaks and not paid promptly at the time of discharge or termination.</p>
<p>13.</p>	<p>\$27,000,000: Settlement</p> <p>Lyft, Inc.</p> <p>May 2016 Federal Court: CA</p>	<p>A class of 95,000 drivers allege the company misclassified the employees as independent contractors and didn’t properly reimburse them for gas and other expenses. Lyft more than doubled its previous settlement offer of \$12 million to resolve the suit.</p> <p>Update: Settlement approved by the court in March 2017.</p>
<p>14.</p>	<p>\$25,000,000: Settlement</p> <p>Wells Fargo Bank NA</p> <p>July 2013 State Court: CA</p>	<p>A class of salaried home mortgage consultants filed suit in 2005 alleging they were misclassified as exempt from overtime and they did not receive meal breaks. The following year Initiative Legal Group filed a similar suit on behalf of 600 workers, which was decertified in 2010. ILG then filed multiple lawsuits, each with 30-90 plaintiffs. Wells Fargo agreed to pay \$6 million to resolve the individual actions and a separate \$19 million common fund to resolve the related class action.</p> <p>Update: In October 2014, A California appeals court refused to allow ILG to collect nearly \$5 million of the \$6 million settlement, which ILG said it believed to be the attorney fee award, finding ILG didn’t properly inform the Court it believed the \$6 million settlement was mostly attorneys’ fees.</p>

<p>15.</p>	<p>\$19,100,000: Settlement</p> <p>TGI Friday's Inc. and Carlson Restaurants, Inc.</p> <p>September 2017 Federal Court: NY</p>	<p>A putative class action involving 28,800 tipped workers in nine states alleged violations of multiple state and federal wage statutes. The workers alleged the owners took a "tip credit" from their paychecks, paid them a reduced minimum wage, failed to pay them all owed overtime and uniform-related expenses, misappropriated tips, and took unlawful deductions for customer walkouts.</p>
<p>16.</p>	<p>\$19,000,000: Settlement</p> <p>Robert Half International Inc.</p> <p>April 2013 State Court: CA</p>	<p>A class of staffing professionals in California who were misclassified as exempt from overtime, a class who filed suit alleging they were denied legally mandated meal and rest periods, and a third class of employees during a different time period making the same allegations reached a global settlement with Robert Half.</p> <p>Update: In October 2014, a California appeals court affirmed a \$6.3 million fee award that a dissenting class member had appealed in June 2013.</p>
<p>17.</p>	<p>\$18,900,000: Settlement</p> <p>AT&T Corp./Pacific Bell Telephone Company</p> <p>April 2013 Federal Court: CA</p>	<p>A class of 1,421 field managers filed suit in 2009 against the telecommunications company and its California subsidiary, Pacific Bell Telephone Company, alleging they were wrongly classified as exempt from overtime and are required to work 50-70 hours per week without being compensated properly. The company argued the employees fall within the executive and administrative exemptions of the Fair Labor Standards Act's overtime requirements, but the plaintiffs insisted the term "manager" was a misnomer because they spend most of their time doing data entry, do not hire or fire the subordinates they supervise, and do not determine the technicians' assignments.</p>
<p>18.</p>	<p>\$18,800,000: Verdict</p> <p>Tyson Foods, Inc.</p> <p>January 2014 Federal Court: NE</p>	<p>A class of meat processing-line workers filed suit in 2008, alleging Tyson failed to pay the employees for donning and doffing protective gear. A Nebraska federal judge entered final judgment in January 2013 in favor of the plaintiffs, but rejected their initial post-trial damages calculations, which would have increased the damages by \$1.5 million. The judgment entered January 2014 is comprised of \$6.3 million in overtime pay/compensatory damages and \$12.5 million in liquidated damages. This case is one of a slew of lawsuits challenging Tyson's "gang time" compensation system, a process by which the employees were paid for time when the production line was operating, and not for the actual time spent at work.</p>

<p>19.</p>	<p>\$18,300,000: Settlement Halliburton Co.</p> <p>September 2015 U.S. Department of Labor (TX)</p>	<p>Oilfield services company, Halliburton, was the subject of a U.S. Department of Labor investigation. The DOL found that Halliburton misclassified more than 1,000 employees as exempt from federal overtime pay requirements. Halliburton paid \$18.3 million to settle the matter.</p>
<p>20.</p>	<p>\$17,500,000: Settlement 24 Hour Fitness USA, Inc.</p> <p>February 2013 Federal Court: CA</p>	<p>A group of 862 current and former managers and personal trainers of 24 Hour Fitness filed suit in 2006 against the company. The trainers alleged they were required to work off-the-clock without getting overtime pay, and the managers claimed they were misclassified as exempt employees and were also owed overtime pay. The settlement amounts to more than \$20,000 for each of the plaintiffs.</p>
<p>21.</p>	<p>\$16,500,000: Settlement Kindred Healthcare, Inc.</p> <p>August 2014 Federal Court: CA</p>	<p>Two class actions filed on behalf of thousands of hospital workers alleged the hospital failed to pay for late hospital shifts and missed meal breaks. The suit alleges the employees were forced to waive certain meal breaks as a condition of employment. The settlement includes \$5.5 million in attorneys' fees.</p>
<p>22.</p>	<p>\$16,000,000: Settlement PNC Bank NA</p> <p>January 2017 Federal Court: PA</p>	<p>A class of 17 mortgage loan officers alleged they were denied overtime pay and proper commission when the bank used an improper method to calculate commissions and did not allow the reporting of overtime hours whether or not the job required overtime.</p>
<p>23.</p>	<p>\$16,000,000: Settlement JPMorgan Chase Bank NA</p> <p>March 2014 Federal Court: NY</p>	<p>A putative class and collective action filed in November 2011 on behalf of business bankers, alleging the bank failed to pay them proper overtime compensation.</p>
<p>24.</p>	<p>\$15,600,000: Settlement HSBC Bank USA NA</p> <p>April 2013 Federal Court: NY</p>	<p>A putative class action was filed in New York in October 2012 on behalf of 2,000 bankers, managers and specialists alleging HSBC instituted high output requirements that prompted employees to work more than 40 hours per week without being compensated. The suit further alleged the bank did not keep accurate records of hours worked and did not make the employees clock in or out or otherwise keep a record of their time.</p>

<p>25.</p>	<p>\$15,400,000: Settlement FedEx Ground Package System Inc. October 2016 Federal Court: OR</p>	<p>A class of 400 pickup and delivery drivers filed suit and alleged they were misclassified as independent contractors. This settlement resolves three cases.</p>
<p>26.</p>	<p>\$15,000,000: Settlement RCI Entertainment & Peregrine March 2015 Federal Court: NY</p>	<p>A class of 2,000 former exotic dancers brought action against their employer, Rick's Cabaret, a subsidiary of the named companies, alleging they were misclassified as independent contractors and not paid minimum wages. In November 2014, the judge awarded the dancers nearly \$11 million. The company settled ahead of an April 2015 trial over further amounts the dancers sought.</p>
<p>27.</p>	<p>\$15,000,000: Settlement Verizon California, Inc. October 2014 State Court: CA</p>	<p>A class of approximately 6,800 employees filed suit alleging the company issued roughly 223,000 inaccurate wage statements that excluded crucial information that made it impossible for employees to determine whether or not they had been properly paid.</p>
<p>28.</p>	<p>\$15,000,000: Settlement Wells Fargo Bank April 2014 Federal Court: TX</p>	<p>A putative class action filed on behalf of nearly 4,500 current and former home mortgage consultants for Wells Fargo and its predecessor, Wachovia Corp., alleging the companies failed to pay overtime. Update: One of the five classes of mortgage consultants asked the judge to reconsider the deal's approval, saying they lacked standing to oppose the deal since the named plaintiffs had failed to opt in. In May 2014, the judge refused to overturn the settlement's approval.</p>
<p>29.</p>	<p>\$14,274,585: Settlement Roto-Rooter Services Co. September 2013 Federal Court: NY</p>	<p>A class action filed in February 2010 on behalf of commissioned service technicians alleging the company did not pay minimum wages or overtime premiums, and subjected the commissioned employees to unlawful wage deductions and kickbacks. The settlement resolves a federal court class action and a related arbitration proceeding.</p>

<p>30.</p>	<p>\$14,000,000: Settlement</p> <p>Bank of America Corp. & Merrill Lynch Wealth Management</p> <p>May 2016 Federal Court: NY</p>	<p>Two collective classes of financial adviser trainees filed suits alleging BofA and Merrill Lynch denied overtime pay during training. The presiding judge approved the settlement that resolved both collective actions.</p>
<p>31.</p>	<p>\$13,500,000: Settlement</p> <p>Duane Reade, Inc.</p> <p>January 2017 Federal Court: NY</p>	<p>Two classes of approximately 1,075 assistant store manager employees at the pharmacy and convenience store chain alleged they were misclassified as exempt from overtime pay.</p> <p>Update: Settlement approved in May 2017.</p>
<p>32.</p>	<p>\$13,100,000: Settlement</p> <p>Southeastern Pennsylvania Transportation Authority (“SEPTA”)</p> <p>August 2015 Federal Court: PA</p>	<p>SEPTA agreed to pay \$13.1 million to settle a Fair Labor Standards Act collective action filed by a class of approximately 2,300 current and former bus and trolley drivers who alleged they were not paid for off-the-clock time spent performing tasks prior to pulling their vehicles out at the start of their runs. A judge dismissed the matter in September 2012, finding the claims should be subject to arbitration under the collective bargaining agreements between the parties, but the Third Circuit revived the suit in August 2013, finding that the FLSA claim did not require the interpretation of the three collective bargaining agreements between the workers’ unions and SEPTA.</p>
<p>33.</p>	<p>\$12,750,000: Settlement</p> <p>CVS Caremark Corp.</p> <p>October 2016 State Court: CA</p>	<p>Roughly 78,000 workers alleged that CVS has a policy of not compensating hourly employees in California for time spent waiting for and undergoing security inspections after they clocked out but before they could leave the store. The employees were also allegedly not paid for time spent adhering to a policy that required them to label consumable items with a receipt or sticker when they purchased an item during a shift.</p>
<p>34.</p>	<p>\$12,500,000: Settlement</p> <p>Prudential Financial Inc.</p> <p>June 2017 Federal Court: NJ</p>	<p>A class action brought by financial advisors alleging the company misclassified them as independent contractors and improperly took deductions from their pay for using offices, assistants, office supplies and insurance, as well as allegedly failing to pay overtime wages.</p>

<p>35.</p>	<p>\$12,200,000: Verdict</p> <p>Jeffrey Parsons, former CEO of THR & Associates, Inc.</p> <p>April 2014 Federal Court: IL</p>	<p>A class of approximately 150 managers, buyers and auditors who worked for the defunct gold-buying company known as Treasure Hunters Roadshow filed suit in March 2012, alleging they were misclassified as salaried employees instead of hourly workers and thus denied overtime. The suit also alleged the company did not pay minimum wage for its training period and did not keep accurate wage records. The company filed for Chapter 7, and the court dismissed the CEO and THR from the wage violation suit. However, the court reinstated the suit against the CEO in December 2013 after the court found he committed fraud.</p>
<p>36.</p>	<p>\$12,000,000: Settlement</p> <p>Victoria's Secret Stores LLC</p> <p>June 2017 Federal Court: CA</p>	<p>A class of approximately 40,000 employees alleged the company did not properly pay them for shifts in which they had to call work two hours before a scheduled time to find out whether they would be needed that day. They also alleged that the company owed its workers unpaid wages for scheduling shifts that resulted in them being sent home after they showed up. Since the suit's filing, many retailers including Victoria's Secret have changed policies that require workers to block off time for a shift they may not even work.</p> <p>Update: Settlement preliminarily approved in August 2017.</p>
<p>37.</p>	<p>\$12,000,000: Settlement</p> <p>JP Morgan Chase Bank NA</p> <p>October 2014 Federal Court: CA</p>	<p>A putative class of about 145,000 current and former tellers, bankers, assistant branch manager trainees and sales specialists in 12 states alleged Chase did not pay its workers proper wages or overtime, give duty-free meal or rest breaks, and did not pay for employee uniforms.</p>
<p>38.</p>	<p>\$12,000,000: Settlement</p> <p>Old Republic Title Co., North State Title Co., and Mara Escrow Co.</p> <p>June 2013 Federal Court: CA</p>	<p>Two suits making similar wage and hour claims against three units of Old Republic International Corp. were filed on behalf of 1,100 escrow officers and escrow assistants, who alleged that as hourly workers, the company's policies and practices enabled them to avoid paying overtime. They alleged that although the companies officially offered employees meal breaks, they discouraged employees from taking them and required the employees to work "off the clock," as well as providing the employees with incorrect pay stubs and other documents that did not accurately portray the workers' terms and conditions of employment.</p>
<p>39.</p>	<p>\$11,800,000: Settlement</p> <p>HP Enterprise Services, LLC</p> <p>September 2014 Federal Court: NY</p>	<p>Hewlett-Packard Co. and its subsidiary, Electronic Data Systems, Inc. (now called HP Enterprise Services, LLC) have agreed to settle three suits alleging certain information and telecommunications employees were misclassified as exempt from overtime. Two of the lawsuits were against EDS, and were consolidated with one against HP.</p>

<p>40.</p>	<p>\$11,600,000: Settlement</p> <p>Tesoro Refining & Marketing Co.</p> <p>April 2013 Federal Court: CA</p>	<p>Two suits against Tesoro's Los Angeles Refinery and the company's Bay Area Golden Eagle Refinery on behalf of more than 700 refinery workers, who alleged that they were denied proper meal breaks on long shifts.</p>
<p>41.</p>	<p>\$11,500,000: Settlement</p> <p>RBS Citizens Financial Group, Inc., RBS Citizens NA, and Citizens Bank of Pennsylvania</p> <p>October 2013 Federal Court: PA</p>	<p>An estimated 5,827 assistant branch managers and hourly employees represented in six consolidated class and collective actions brought in New York, Illinois, Pennsylvania and Massachusetts federal courts and Pennsylvania state court filed suit alleging RBS and two of its subsidiaries failed to adequately compensate the employees for overtime pay. The suit alleged the bank prevented employees from recording extra hours worked, required employees to work through unpaid breaks, provided "comp" time instead of paying overtime, and erased or changed recorded time to cut back on overtime hours.</p>
<p>42.</p>	<p>\$11,000,000: Settlement</p> <p>AlliedBarton Securities Services LP</p> <p>December 2015 Federal Court: CA</p>	<p>A class of approximately 44,000 nonexempt security guard employees filed suit alleging the securities firm required guards to perform work duties during meal breaks, failed to pay adequate wages, and failed to provide accurate wage statements.</p>
<p>43.</p>	<p>\$10,500,000: Settlement</p> <p>Bank of America Corp.'s Countrywide Financial Corp.</p> <p>November 2013 Federal Court: CA</p>	<p>Matter involves a suit that began in 2004 with branch account executive employees with Countrywide subsidiary Full Spectrum Lending, Inc. who claimed they were misclassified as overtime-exempt before a shift in policy. According to the suit, after the shift, Full Spectrum offered to pay the executives for an estimated five hours of overtime a week. The employees estimated they worked 10 to 15 hours of overtime on average per week and allege they were duped into accepting less money than they were owed.</p> <p>Update: In April 2014, a California federal judge did not approve the settlement. Incentives may need to be adjusted.</p> <p>Newest Update: After modifications to the class definition and reduction of the maximum incentive awards to the lead plaintiffs, the California federal judge preliminarily approved the settlement in July 2014.</p>

<p>44.</p>	<p>\$10,000,000: Settlement Dick's Sporting Goods, Inc. December 2015 Federal Court: MA</p>	<p>A collective action and a proposed class action of 2,200 assistant store managers alleged that they were misclassified as exempt from overtime, regularly required to work more than 40 hours per week, and that the work they performed included no actual managerial responsibilities.</p>
<p>45.</p>	<p>\$10,000,000: Settlement Source Refrigeration & HVAC Inc. August 2015 Federal Court: CA</p>	<p>Class and collective action claims made by more than 1,000 service technicians who repair and maintain refrigeration units used to store food who alleged that the company violated meal and rest period requirements, miscalculated overtime rates, failed to pay the employees for meetings and other required work activities and violated the Fair Labor Standards Act by excluding shift-differential pay from workers' regular pay rate. The settlement also resolves claims brought in two similar suits filed in Colorado and Texas.</p>
<p>46.</p>	<p>\$10,000,000: Settlement PetSmart, Inc. February 2014 Federal Court: CA</p>	<p>A class of more than 16,000 current and former animal groomers and other workers across 132 stores filed suit alleging the company failed to pay minimum wages, as well as failed to compensate non-exempt employees for helping customers during meal breaks, for stocking, or for cleaning. Additionally, the groomers allege they were not reimbursed for purchasing grooming tools, not provided with suitable seats, their vacation pay was not properly calculated, and they were not timely provided with payment after they were terminated.</p>
<p>47.</p>	<p>\$9,900,000: Settlement TD Bank NA August 2014 Federal Court: NY</p>	<p>A class and collective action that began in February 2013 and alleged violations of the Fair Labor Standards Act and wage-and-hour laws in New York, New Jersey and Pennsylvania, brought on behalf of about 2,600 assistant store managers who claim they were misclassified as exempt and denied overtime wages.</p>
<p>48.</p>	<p>\$9,900,000: Settlement Acosta Sales LLC May 2013 Federal Court: CA</p>	<p>A putative class of more than 6,000 merchandisers filed suit in 2011 alleging the marketing company failed to reimburse employees for work-related expenses, wouldn't pay for pre- and post-shift administrative work, and refused to take driving time into account when calculating their wages. The merchandisers' primary job was to make sure products are being displayed properly at retail stores.</p>

<p>49.</p>	<p>\$9,860,416: Verdict</p> <p>The Copley Press, Inc./San Diego Union-Tribune</p> <p>January 2014 State Court: CA</p>	<p>A class of approximately 1,230 newspaper carriers filed suit alleging the company misclassified them as independent contractors. They claimed that the paper carriers should have been deemed employees and reimbursed for their mileage and other expenses. The judge awarded the carriers \$4.95 million, and an additional \$6,160,416 in attorneys' fees (\$1.25 million of that came out of the award to the class).</p> <p>Update: In July 2017, a California appellate court upheld the underlying finding that the carriers were misclassified as independent contractors, but ordered a recalculation of the damages. The court stated that the lower court should have taken into account reimbursements the paper already made to the carriers.</p>
<p>50.</p>	<p>\$9,800,000: Settlement</p> <p>C.R. England, Inc.</p> <p>October 2014 Federal Court: CA</p>	<p>A class of truckers filed suit, alleging the company denied them meal and rest breaks. The class received \$7.1 million; the rest are attorneys' fees.</p>
<p>51.</p>	<p>\$9,500,000: Settlement</p> <p>General Electric Co.</p> <p>January 2017 Federal Court: NJ</p>	<p>A class of approximately 100 service technicians brought claims under multiple states' laws and the Fair Labor Standards Act alleging the company did not pay them for time spent working through lunch breaks, doing overtime on computer work, and travel. The technicians further allege that when they attempted to submit accurate timesheets that included time spent logging onto a computer system to download jobs, responding to emails and traveling to and from jobs, they were intimidated by supervisors.</p>

<p>52.</p>	<p>\$9,500,000: Settlement</p> <p>Lowe's Home Centers, Inc.</p> <p>August 2014 Federal Court: FL</p>	<p>A suit commenced in August 2012 on behalf of a class of human resource managers, alleging the company misclassified them as exempt from overtime pay requirements, although their duties included menial tasks such as operating cash registers, cleaning bathrooms, greeting customers and sweeping floors. In April 2014, a Florida federal judge dismissed the ERISA components of the case, finding that the company's failure to compensate the employees for overtime was an employment decision, not an ERISA plan decision.</p> <p>Update: A Florida federal judge rejected the settlement agreement, taking issue with a provision that would allow another round of notices, which could potentially have added another 2,000 employees to the current group of 880. The judge said the parties never asked the court to extend the current deadline to opt-in, and gave the parties a chance to re-draft the terms of the proposed agreement.</p> <p>Further Update: After adjustments to how the settlement would be allocated between the class members, in November 2014, the Florida federal judge adopted the Magistrate Judge's recommendation that the proposed settlement was fair and reasonable and also granted plaintiffs' counsel's unopposed motion for attorneys' fees.</p>
<p>53.</p>	<p>\$9,250,000: Settlement</p> <p>Alorica, Inc.</p> <p>May 2016 Federal Court: CA</p>	<p>Customer service representatives filed a collective action against the national call center company alleging failure to pay for work performed during breaks, before and after scheduled shifts, and overtime.</p>
<p>54.</p>	<p>\$9,200,000: Settlement</p> <p>Applied Consultants Inc.</p> <p>February 2016 Federal Court: PA</p>	<p>Non-management employees filed a class action against an oil and gas pipeline inspection company alleging violation of the FLSA and Pennsylvania's Minimum Wage Act by failing to accurately record inspector's time worked and pay overtime.</p>
<p>55.</p>	<p>\$9,000,000: Settlement</p> <p>Costco Wholesale Corp.</p> <p>June 2017 Federal Court: CA</p>	<p>1,175 San Diego-area pharmacists claimed they were forced to remain on call in the pharmacy during their breaks and pressured to work overtime without pay.</p>

<p>56.</p>	<p>\$9,000,000: Settlement Flowers Foods, Inc. December 2016 Federal Court: NC</p>	<p>Distributors at Flowers Foods, the bakery behind Wonder Bread and Nature's Own, filed a class action suit alleging they were misclassified as independent contractors. Distributors picked up bakery products from 24 warehouses in four states and delivered them to customers in 270 defined geographic territories, stocked the products on store shelves, and assembled promotional displays.</p>
<p>57.</p>	<p>\$9,000,000: Settlement Rite Aid Corp. January 2016 State Court: CA</p>	<p>A class of 2,775 current and former pharmacists filed suit, alleging the drug store chain denied them meal periods, rest breaks, and overtime pay.</p>
<p>58.</p>	<p>\$9,000,000: Settlement Bank of America Corp. August 2015 Federal Court: CA</p>	<p>A class of more than 17,000 part-time employees filed suit against the bank alleging they were not paid proper overtime wages.</p>
<p>59.</p>	<p>\$8,950,000: Settlement Scotts Co. LLC/Scotts Lawn Service August 2016 Federal Court: NY</p>	<p>A collective action involving approximately 1,000 workers who alleged the lawn care company failed to pay them all the overtime compensation they were owed.</p>
<p>60.</p>	<p>\$8,750,000: Settlement Postmates Inc. September 2017 Federal Court: CA</p>	<p>A proposed class action involving thousands of employees alleged the on-demand delivery service misclassified couriers as independent contractors and paid them below the minimum wage. The proposed class included 88,000 couriers in California, 28,000 in New York, 3,000 in Massachusetts, 8,000 in Washington D.C. and 107,000 throughout the rest of the country.</p>

<p>61.</p>	<p>\$8,700,000: Settlement</p> <p>The Puerto Rico Police Department</p> <p>October 2016 U.S. Department of Labor</p>	<p>The DOL conducted an investigation and found the U.S. commonwealth's police department did not properly pay overtime. Police officers are given compensatory time, or paid time off, in lieu of overtime wages at a rate of one and one-half hours for every overtime hour worked, capped at 480 hours total. The DOL found the department failed to pay overtime wages to officers who worked more than 480 hours. Additionally, the Department failed to pay former police officers for accrued compensatory time after they were terminated or retired, failed to pay canine officers for the time spent caring for police dogs, and failed to pay police academy cadets overtime wages for mandatory activities that exceeded 40 hours in a workweek.</p>
<p>62.</p>	<p>\$8,500,000: Settlement</p> <p>Rock-Tenn Co. (WestRock CP LLC)</p> <p>August 2017 State Court: CA</p>	<p>A class action alleging the paper and packaging company denied more than 800 factory workers proper breaks or compensation for missed breaks, improperly paid overtime by making employees work off the clock, and "illegally and inaccurately" recorded their time worked.</p>
<p>63.</p>	<p>\$8,500,000: Settlement</p> <p>TJ Maxx of CA LLC</p> <p>August 2017 Federal Court: CA</p>	<p>Approximately 83,000 current and former nonexempt employees who worked at T.J. Maxx, Marshalls or HomeGoods retail stores alleged the company failed to pay overtime and minimum wage and failed to provide meal and rest breaks.</p>
<p>64.</p>	<p>\$8,400,000: Settlement</p> <p>Henry Ford Health System</p> <p>March 2013 Federal Court: MI</p>	<p>A putative class of registered nurses filed suit in alleging the hospital conspired with other Detroit-area hospitals and violated the Sherman Act by conspiring to depress nurses' wages and sharing nonpublic information about their pay policies for registered nurses.</p>
<p>65.</p>	<p>\$8,100,000: Settlement</p> <p>Hensel Phelps Construction Co.</p> <p>June 2013 State Court: CA</p>	<p>The California Labor Commission found a group of 2,051 construction workers who worked for prime contractor Hensel Phelps and 172 subcontractors during the construction of the Hilton San Diego Bayfront Hotel was owed reimbursement for unpaid wages. Hensel Phelps will be funding \$3.3 million of the \$8.1 million subsequent settlement, as well as an additional \$400,000 to the commissioner as reimbursement for investigative costs, and the subcontractors will pay the remaining amount.</p>

<p>66.</p>	<p>\$8,100,000: Settlement</p> <p>AT&T Corp./BellSouth Telecommunications, Inc.</p> <p>April 2013 Federal Court: GA</p>	<p>A class of hundreds of field managers filed suit against the telecommunications company and its Georgia subsidiary, Bell South Telecommunications, Inc., alleging they were wrongly classified as exempt from overtime and were required to work 50-70 hours per week without being compensated properly. The workers alleged that before AT&T bought BellSouth, the company paid its field managers for some hours worked over 40 per week, but also required them to work several hours off the clock each day. After AT&T acquired BellSouth, the plaintiff field managers claimed that they were classified as exempt, although they felt they are "low-level clerks" who perform few, if any, managerial duties.</p>
<p>67.</p>	<p>\$8,000,000: Settlement</p> <p>The San Francisco Municipal Transportation Agency</p> <p>December 2016 Federal Court: CA</p>	<p>About 2,000 transit workers were part of a certified class that sued the SFMTA, alleging failure to pay overtime; specifically, they contended they were not paid for time spent working when their routes were behind schedule, or for when they filled out and handed in vehicle inspection forms, as well as non-commute time spent traveling between locations and while in meetings.</p>
<p>68.</p>	<p>\$8,000,000: Settlement</p> <p>AT&T Mobility Services LLC</p> <p>January 2016 Federal Court: CA</p>	<p>A class of retail sales consultants and assistant store managers filed suit alleging AT&T failed to pay employees for working through meal and rest breaks.</p>
<p>69.</p>	<p>\$8,000,000: Settlement</p> <p>Bank of America</p> <p>October 2015 State Court: CA</p>	<p>A class of approximately 29,500 former bank employees filed suit alleging Bank of America failed to timely pay final wages to departing employees.</p>
<p>70.</p>	<p>\$8,000,000: Settlement</p> <p>Petco Animal Supplies, Inc.</p> <p>September 2015 State Court: CA</p>	<p>A class of 11,696 current and former pet groomers and other store employees at Petco stores located in California filed suit, alleging the company didn't compensate the groomers for their tools, time spent doing store tasks, overtime, and breaks. The suit also alleged Petco provided inaccurate wage statements.</p>

<p>71.</p>	<p>\$8,000,000: Settlement</p> <p>Amedisys Inc.</p> <p>September 2015 Federal Court: CT</p>	<p>Home health care workers filed suit, alleging Amedisys misclassified them to avoid paying them overtime wages in violation of the Fair Labor Standards Act.</p>
<p>72.</p>	<p>\$8,000,000: Settlement</p> <p>Penthouse Executive Club</p> <p>April 2013 Federal Court: NY</p>	<p>A class of 1,245 exotic dancers alleged the gentlemen's club misclassified them as independent contractors. The dancers said the nightclub not only did not pay them any wages and required them to pay 'house fees' and other fees, but also kept part of the gratuities meant for them, which customers paid by credit card or using "executive dollars." The plaintiffs also allege the club failed to keep adequate payroll records, did not pay minimum wage, and neglected to provide them with notice of the hours they had worked and what their pay rate was. In addition, the dancers claimed they were required to purchase and maintain uniforms in-house, and were not reimbursed by the club. The club contended that as contractors, the dancers were not entitled to the protections of employees and that their tips should be considered their wages.</p>
<p>73.</p>	<p>\$7,995,000: Settlement</p> <p>Petco Animal Supplies, Inc.</p> <p>September 2017 Federal Court: CA</p>	<p>A class of 900 assistant manager employees at Petco stores located in Colorado, Illinois, Massachusetts, New Jersey, New York, Oregon and Pennsylvania filed suit, alleging the company failed to pay proper overtime.</p>
<p>74.</p>	<p>\$7,800,000: Settlement</p> <p>Enterprise Holdings, Inc.</p> <p>August 2013 Federal Court: PA</p>	<p>A group of eight collective and class actions filed against Enterprise was consolidated and settled for \$7.8 million. The class includes former assistant managers who claimed the rental car company wrongfully exempted them from overtime.</p>
<p>75.</p>	<p>\$7,800,000: Settlement</p> <p>Avis Budget Car Rental LLC</p> <p>September 2015 Federal Court: NY</p>	<p>A collective action of 200 employees alleging failure to pay overtime is awaiting court approval of a \$7.8 million settlement. The judge opted to reserve judgment on the deal until she received more information on how the funds will be distributed and how the plaintiffs' attorney arrived at the requested settlement amount.</p> <p>Update: May 2016: The judge approved the \$7.8 million settlement with the modification that attorneys' fees be reduced from \$2.6 million to \$2.5 million.</p>

76.	<p>\$7,750,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>March 2017 State Court: CA</p>	<p>California drivers alleged violations of the Private Attorney General Act (“PAGA”), claiming that the company was shorting drivers on their wages by misclassifying them as independent contractors instead of employees, which deprives them of minimum wages, overtime, expense reimbursements, and other benefits.</p> <p>Update: In July 2017, a California judge stalled approval of the settlement, saying more evidence is needed to ensure the deal was not “collusive.”</p>
77.	<p>\$7,750,000: Settlement</p> <p>Tyson Foods, Inc.</p> <p>July 2014 Federal Court: TN</p>	<p>A class of more than 6,800 current and former hourly workers at a beef and pork processing plant and a collective action involving more than 1,500 of the hourly workers settled a suit alleging Tyson failed to pay the employees for donning and doffing sanitary outfits as well as work allegedly performed during meal breaks. This case is one of a slew of lawsuits challenging Tyson’s “gang time” compensation system, a process by which the employees were paid for time when the production line was operating, and not for the actual time spent at work.</p>
78.	<p>\$7,650,000: Settlement</p> <p>Nordstrom, Inc.</p> <p>June 2014 Federal Court: CA</p>	<p>A consolidated class action brought on behalf of commissioned sales workers alleging the fashion specialty retailer violated state minimum wage laws. The case consolidated two cases filed in state court in 2010 and 2011. The suit alleges the company didn’t pay commissioned sales workers minimum wage for time spent before and after the stores’ official opening and closing times, unless those workers failed to meet their minimum commission draw.</p>
79.	<p>\$7,500,000: Settlement</p> <p>Sears Roebuck & Co.</p> <p>May 2017 State Court: CA</p>	<p>A class of 13,361 commissioned workers alleged they were not paid minimum wage for work done outside of store hours or during breaks. The court initially rejected a settlement offer of \$11 million because some of the employees would have been compensated with Sears gift cards, and the judge was concerned about the viability of the company.</p>
80.	<p>\$7,400,000: Settlement</p> <p>CVS Pharmacy, Inc.</p> <p>July 2015 State Court: CA</p>	<p>The drugstore company paid \$7.4 million to settle with more than 1,600 pharmacists to conclude three separate class actions alleging that the company forced employees to work seven days in a row without overtime compensation.</p>

81.	<p>\$7,300,000: Settlement</p> <p>Wyndham Worldwide Operations, Inc.</p> <p>August 2017 Federal Court: CA</p>	<p>A class of 2,125 vacation timeshare sales representatives alleged the company failed to cover its sales workers' wages or give them proper breaks by paying them in commissions.</p>
82.	<p>\$7,200,000: Settlement</p> <p>Viacom Inc.</p> <p>March 2015 Federal Court: NY</p>	<p>The media conglomerate reached a settlement agreement of \$7.2 million to settle a class action claim by former interns. The interns claim that they should have been paid minimum wage. The media company reports that the settlement provides the interns with half of the minimum wage share they would have earned during their internship. Moreover, the company argued that the settlement was more than fair as most interns received college credit for working. The U.S. District Court has yet to approve the settlement terms due to concerns regarding the fairness of the agreement.</p> <p>Update: In May 2015, a federal judge approved the settlement agreement.</p>
83.	<p>\$7,150,000: Settlement</p> <p>Foot Locker, Inc.</p> <p>July 2015 Federal Court: PA</p>	<p>A class of former and current employees filed suit alleging that the retail company failed to pay overtime for time spent working before opening and after closing. The approved \$7.15 million settlement ends a long running class action that began back in 2007 and included four other suits filed in other states.</p>
84.	<p>\$7,000,000: Settlement</p> <p>U.S. Bankcorp</p> <p>May 2017 Federal Court: CA</p>	<p>25,000 class members brought suit alleging meal breaks and wage statement violations under the California Labor Code and Private Attorneys General Act. Plaintiffs claimed that the Bank failed to provide wage statements to employees showing total hours worked or deduction from wages, and that employees were forced to work more than five hours without meal breaks.</p>
85.	<p>\$7,000,000: Settlement</p> <p>Genesis Logistics</p> <p>April 2017 Federal Court: CA</p>	<p>A class action brought by drivers alleged the company violated the Private Attorney General Act and the California Business and Profession Code by not providing rest and meal breaks, paying all wages, maintaining accurate records, separately paying for rest breaks or separately paying for pre-shift and post-shift work.</p>

<p>86.</p>	<p>\$7,000,000: Settlement M-I LLC December 2016 Federal Court: CA</p>	<p>A putative class of drilling fluid specialists (aka “mud men”) filed suit against an oilfield services company alleging they were required to work either 12-hour shifts daily for two weeks before leaving their worksite, or 24-hour shifts in which they were always on-call, but were not paid overtime wages when they worked more than 8 hours per day, or 40 hours per week.</p>
<p>87.</p>	<p>\$7,000,000: Settlement U.S. Department of Labor August 2016</p>	<p>A collective action by the American Federation of Government Employees Local 12 (“AFGA”) accused the federal agency that enforces the nation’s wage laws of failing to pay overtime to thousands of its own employees.</p>
<p>88.</p>	<p>\$6,900,000: Settlement Merrill Lynch & Co., Inc. May 2014 Federal Court: NY</p>	<p>A proposed class of current and former financial advisors filed suit, alleging the company misclassified them as exempt from overtime, even though their work consisted of sales, customer service, meeting attendance and clerical work. The class includes a California class, a New York class, and a Fair Labor Standards Act class.</p>
<p>89.</p>	<p>\$6,750,000: Settlement Vector Marketing Corp. June 2016 Federal Court: CA</p>	<p>A class and collective action that alleged the company did not compensate employees for time spent in mandatory training sessions to become Cutco knife sales representatives.</p>
<p>90.</p>	<p>\$6,600,000: Settlement Bank of America Corp., Inc. January 2017 Federal Court: CA</p>	<p>A class of 478 “client fulfillment specialist” employees file suit, alleging the bank did not pay overtime or rest breaks, did not provide accurate wage statements, and did not timely pay employees after they were terminated. “Client fulfillment specialists” handle account setup, wiring funds and online banking for corporate clients.</p>
<p>91.</p>	<p>\$6,500,000: Settlement The Price Chopper, Inc. August 2017 Federal Court: MA</p>	<p>A class of department managers alleged the supermarket chain misclassified them as exempt from overtime although they were expected to work alongside overtime-eligible employees, doing the same work for the same amount of hours.</p>

<p>92.</p>	<p>\$6,500,000: Settlement</p> <p>Deja Vu Gentleman's Club</p> <p>June 2017 Federal Court: MI</p>	<p>The settlement resolved a group of suits alleging the gentleman's club chain misclassified its dancers as independent contractors. The deal also required the club to evaluate each dancer's employment status under the federal economic realities test. The evaluation will determine whether each worker is an employee or independent contractor.</p>
<p>93.</p>	<p>\$6,500,000: Settlement</p> <p>Lowe's Home Centers, LLC</p> <p>May 2014 Federal Court: CA</p>	<p>A class action alleging the home improvement retailer misclassified product installers as independent contractors and deprived them of benefits.</p>
<p>94.</p>	<p>\$6,400,000: Settlement</p> <p>NBCUniversal Inc.</p> <p>December 2014 Federal Court: NY</p>	<p>Former interns of a television station brought action for wages owed during unpaid internships. The parties had agreed to a \$6.4 million dollar settlement in October 2014, which was subsequently preliminarily approved by the U.S. District Court in December 2014. At least 5 plaintiffs have objected to the settlement amount, claiming the amount they would receive would be nominal compared to what they are owed, but the settlement was approved in June 2015.</p>
<p>95.</p>	<p>\$6,350,000: Settlement</p> <p>TJX Companies Inc. / MarMaxx Operating Corp.</p> <p>August 2015 Federal Court: MA</p>	<p>Collective and class action suits were filed against the discount retailers alleging failure to pay overtime to assistant managers while they were in training. The class members received \$4.75 million and the plaintiffs' attorneys \$1.6 million.</p>
<p>96.</p>	<p>\$6,230,000: Settlement</p> <p>Permanente Medical Group Inc.</p> <p>June 2017 Federal Court: CA</p>	<p>A class of 1,325 call center-based nurses alleged they were not compensated for time spent booting up and shutting down their computers. The suit alleged that the company disregarded advice from a 2008 U.S. Department of Labor fact sheet by not paying the nurses for their off-the-clock-work.</p>
<p>97.</p>	<p>\$6,100,000: Settlement</p> <p>Giumarra Vineyards Corp.</p> <p>June 2017 Federal Court: CA</p>	<p>A class of field workers alleged that the grape grower failed to pay and report wages, provide meal and rest breaks, reimburse business expenses, or timely pay employees who were terminated or had resigned. The suit asserted violations of unfair competition laws and the Agricultural Workers Protection Act and sought to represent a class of nonexempt California agricultural, packing shed and storage cooler employees.</p>

<p>98.</p>	<p>\$6,000,000: Settlement Bank of America Corp., Inc. June 2017 Federal Court: CA</p>	<p>A class of 7,310 personal bankers alleged the bank failed to provide meal breaks.</p>
<p>99.</p>	<p>\$6,000,000: Settlement Delano Farms Co. February 2017 Federal Court: CA</p>	<p>A class of grape farm workers alleged they were denied wages for off-the-clock work performed prior to shifts, at the end of shifts, and in taking grape trays to wash at home. The class excluded those who worked only as tractor drivers, irrigators or swampers, or those who only worked in cold storage. The suit also alleged that the workers were not provided with necessary tools and equipment.</p>
<p>100.</p>	<p>\$6,000,000: Settlement DaVita's HealthCare Pars Medical Group January 2017 State Court: CA</p>	<p>A class of more than 6,000 workers filed suit, alleging the company rounded time records, resulting in underpayment of straight time and overtime; didn't provide proper meal periods for employees after five hours on the clock or pay compensation in lieu of breaks; didn't provide accurate and itemized wage statements; and failed to pay timely wages upon termination.</p>
<p>101.</p>	<p>\$6,000,000: Settlement PNC Bank NA November 2016 Federal Court: IL</p>	<p>A class action of 620 assistant branch managers from 17 states alleged that although they did customer service and sales tasks similar to that of the bank's hourly employees, were supervised very closely by their supervisors and not allowed to implement any sort of managerial initiatives for their branch, they were wrongly considered exempt from overtime because of their managerial positions.</p>
<p>102.</p>	<p>\$6,000,000: Settlement Weatherford U.S. LP and Weatherford PLC November 2016 Federal Court: CA</p>	<p>Matter involves two classes of 1,758 nonexempt employees of an oil field service company, who alleged the company did not provide a second meal period for worker shifts longer than 10 hours, improperly docked time from workers for meal periods even when they hadn't clocked out, and improperly calculated pay rates and overtime pay.</p>
<p>103.</p>	<p>\$6,000,000: Settlement Mistras Group Inc. October 2016 Federal Court: CA</p>	<p>A class of examiners and technicians at the infrastructure testing company who test and inspect energy, industrial and public infrastructure alleged they were misclassified as nonexempt, and not compensated for time spent in mandatory online training seminars.</p>

<p>104.</p>	<p>\$6,000,000: Settlement</p> <p>Morgan Stanley & Co. LLC</p> <p>June 2016 Federal Court: FL</p>	<p>The settlement resolved four collective actions that alleged financial adviser trainees were not paid for time spent working off-the-clock.</p>
<p>105.</p>	<p>\$6,000,000: Settlement</p> <p>Calfrac Well Services Corp.</p> <p>August 2015 Federal Court: PA</p>	<p>A class of 1,000 field workers from Pennsylvania, Colorado, Arkansas, and North Dakota filed suit alleging that the fracking company failed to properly pay overtime wages under the FLSA and their respective home state wage laws.</p>
<p>106.</p>	<p>\$6,000,000: Settlement</p> <p>J.W. Lee entities d/b/a Scarlett's Cabaret</p> <p>June 2015 State Court: FL</p>	<p>A class of former and current dancers filed suit against a franchise strip club in Florida and Ohio. The dancers alleged that they were misclassified as independent contractors instead of employees in violation of State and Federal Labor laws. The strip club operators agreed to pay up \$6 million to the dancers to settle the class claim.</p>
<p>107.</p>	<p>\$6,000,000: Settlement</p> <p>Pacific Bell Telephone Co. d/b/a AT&T</p> <p>July 2014 State Court: CA</p>	<p>A class of 466 account managers and account executives who worked for Pacific Bell and AT&T Mobility Services filed suit alleging they were denied overtime pay working jobs wherein they were expected to be on call essentially 24 hours a day seven days a week to respond to customer issues.</p>
<p>108.</p>	<p>\$5,950,000: Settlement</p> <p>Ecolab, Inc.</p> <p>August 2017 Federal Court: CA</p>	<p>A class of 158 service managers alleged the company misclassified them as overtime exempt. Ecolab also settled two other similar suits for \$35 million and \$29 million.</p>
<p>109.</p>	<p>\$5,850,000: Settlement</p> <p>Conde Nast Publications</p> <p>November 2014 Federal Court: NY</p>	<p>A putative class action on behalf of 7,500 interns at The New Yorker and W magazines alleged they were unlawfully denied minimum wage.</p>

110.	<p>\$5,800,000: Settlement</p> <p>Farmland Foods, Inc.</p> <p>August 2013 Federal Court: MO</p>	<p>A group of workers from a hog slaughter and processing center unit of Smithfield Foods, Inc. filed suit, alleging they were not paid for time spent changing in and out of their uniforms and sanitizing themselves before and after their shifts. The motion seeking settlement approval said the parties agreed to settle because drawing the suit out would negatively impact the relatively low-wage workers involved.</p>
111.	<p>\$5,750,000: Settlement</p> <p>Regis Corp.</p> <p>November 2015 Federal Court: CA</p>	<p>A putative class of 5,573 hairdressers and other salon workers filed suit alleging the chain of hair salons failed to pay minimum and overtime wages, failed to provide rest and meal periods, failed to pay wages due upon termination, made illegal payroll deductions, and failed to reimburse business expenses.</p>
112.	<p>\$5,700,000: Settlement</p> <p>JPMorgan Chase & Co.</p> <p>April 2017 Federal Court: NY</p>	<p>A class of 1,056 current and former Chase financial advisors accused the bank of failing to pay overtime. The settlement ends a collective and class action of state and federal claims by workers who alleged they were denied overtime, had unauthorized deductions taken from their wages, and were improperly required to pay for expenses in violation of state laws.</p>
113.	<p>\$5,500,000: Settlement</p> <p>Rite Aid Corp.</p> <p>June 2017 Federal Court: NY</p>	<p>A class of 1,500 managers alleged the company improperly denied store managers overtime pay for work they did when filling in for nonexempt employees, as well as individual claims relating to age discrimination. The suit alleged the company forced its salaried managers and assistant managers to handle the duties of cashiers, stock handlers and other non-exempt workers to reduce the amount of overtime it would have to pay those employees. The agreement covers two groups of managers: first, a Fair Labor Standards Act collective action group of current and former salaried store managers, and second, a New York Labor Law-governed group.</p>
114.	<p>\$5,500,000: Settlement</p> <p>Google Inc.</p> <p>June 2017 State Court: CA</p>	<p>The settlement resolved a putative class action alleging that the company failed to pay contract recruiters overtime. Lead plaintiff was allegedly instructed not to report more than a certain capped amount of overtime, and was told her complaints to management were inappropriate.</p>
115.	<p>\$5,500,000: Settlement</p> <p>Major World</p> <p>April 2016 Federal Court: NY</p>	<p>A class of approximately 90 current and former sales representatives of car dealerships filed suit against Major World alleging failure to pay minimum wage, unpaid overtime, unpaid commissions, and unlawful wage deductions.</p>

116.	<p>\$5,500,000: Settlement</p> <p>RadioShack Corp.</p> <p>February 2016 Federal Court: PA</p>	<p>A class of store managers filed an action in 2013 against the electronics retail company alleging failure to pay overtime wages. RadioShack filed for Chapter 11 bankruptcy in 2015 but the liquidating trustee agreed to pay the unsecured claims of 569 managers who worked at Pennsylvania RadioShack locations. The settlement replaces the proposed \$700,000 payment the managers would have received in a 2014 settlement.</p>
117.	<p>\$5,470,000: Settlement</p> <p>Bloomberg LP</p> <p>May 2016 Federal Court: NY</p>	<p>A class of call center employees filed suit against the news and financial service data service alleging Bloomberg refused to pay work performed during meal breaks and after-hours. The settlement covers 160 global technical support representatives and resolved an action that was filed in 2012.</p>
118.	<p>\$5,200,000: Settlement</p> <p>Alle Processing Corp.</p> <p>May 2016 Federal Court: NY</p>	<p>A class of meat-processing plant employees filed suit alleging that Alle failed to pay overtime and the time it took for employees to change in and out of their uniforms.</p>
119.	<p>\$5,200,000: Settlement</p> <p>Advanced Micro Devices, Inc.</p> <p>August 2014 State Court: CA</p>	<p>A class of 1,800 high-tech engineers settled a suit that was litigated for seven years, alleging the company violated state labor code by failing to pay employees for sabbatical leave time they earned but had not taken by the time their employment ended.</p>
120.	<p>\$5,000,000: Settlement</p> <p>ABM Industries Inc. and ABM Security Services, Inc.</p> <p>June 2017 Federal Court: CA</p>	<p>The settlement resolved a putative class action on behalf of 7,000 California security guards who alleged that ABM failed to pay security guards overtime pay and did not provide off-duty breaks or premium wages when workers missed breaks.</p>
121.	<p>\$5,000,000: Settlement</p> <p>DoorDash Inc.</p> <p>April 2017 State Court: CA</p>	<p>Putative class of couriers alleged that they were misclassified as independent contractors and therefore the company failed to reimburse the couriers for business expenses or provide accurate wage statements.</p>

122	<p>\$5,000,000: Settlement</p> <p>SFBSC Management LLC</p> <p>April 2017 State Court: CA</p>	<p>A putative class of 4,691 exotic dancers at nine San Francisco nightclubs allege they were misclassified as independent contractors.</p>
123	<p>\$5,000,000: Settlement</p> <p>J.C. Penney Corp.</p> <p>March 2017 Federal Court: IL</p>	<p>A class of 35,000 part-time, non-managerial workers alleged the company violated the Illinois Wage Payment and Collection Act because it prohibited the workers from collecting paid vacation days unless they worked at one of the company's stores for an average of 25 hours over a 48 or 52-week period continuously for 12 months.</p>
124	<p>\$5,000,000: Settlement</p> <p>Saks & Co.</p> <p>March 2017 State Court: CA</p>	<p>A class action alleging the luxury retailer did not pay overtime for all hours worked and employed a policy that deprived employees of meal and rest breaks.</p> <p>Update: Judge asked the parties to submit a more quantitative analysis of the deal before he approved it in May 2017.</p>
125	<p>\$5,000,000: Settlement</p> <p>QTS, Inc.</p> <p>January 2017 State Court: CA</p>	<p>Three classes of drivers alleged that their employers misclassified them as independent contractors, failed to pay minimum wages, did not provide meal or rest breaks, and did not reimburse them for expenses. There is also a subclass of drivers who alleged they were retaliated against for refusing to sign a waiver of their rights when the class was filed.</p>
126	<p>\$5,000,000: Settlement</p> <p>The Children's Place</p> <p>September 2016 State Court: CA</p>	<p>Two consolidated cases were filed against the retailer alleging approximately 16,000 employees were not paid for all hours worked and overtime, and not fully compensated for unpaid meal and rest breaks and split shifts.</p>
127	<p>\$5,000,000: Settlement</p> <p>Synthes USA</p> <p>August 2016 Federal Court: CA</p>	<p>A class of approximately 200 California-based traveling sales consultants who worked on commission for the medical device manufacturer alleged they were not reimbursed for out-of-pocket expenses, such as travel, technology, and home office expenses.</p>

<p>128.</p>	<p>\$5,000,000: Settlement Freightquote.com Inc. July 2016 Federal Court: KS</p>	<p>A class of customer activation specialists and truckload coverage specialists filed suit alleging the logistics and shipping broker violated the FLSA by misclassifying them as exempt from overtime pay requirements.</p>
<p>129.</p>	<p>\$5,000,000: Settlement Fresh Market, Inc. May 2016 Federal Court: CT</p>	<p>Fresh Market, Inc. and a group of nearly 2,000 current and former department managers entered into a settlement agreement to resolve a collective action suit against Fresh Market for failure to pay time-and-a-half for overtime hours in violation of the FLSA.</p>
<p>130.</p>	<p>\$5,000,000: Settlement Urban Outfitters November 2015 Federal Court: CA</p>	<p>Four consolidated class actions of non-exempt employees at Urban Outfitters and Free People stores filed suit alleging the retailers failed to pay employees a correct rate of overtime, failed to give employees meal breaks, failed to issue sufficient pay stubs, enforced a “use it or lose it” policy for vacation days, and required employees to clock out before they underwent mandatory loss prevention security checks.</p>
<p>131.</p>	<p>\$5,000,000: Settlement PPG Industries, Inc. October 2015 Federal Court: CA</p>	<p>A proposed subclass of former employees filed suit alleging the home construction materials manufacturer misclassified them as exempt from overtime pay, failed to provide meal or rest periods, improperly calculated pay stubs, and failed to compensate employees upon termination.</p>
<p>132.</p>	<p>\$5,000,000: Settlement C.R. England Inc. September 2015 Federal Court: UT</p>	<p>A wage suit brought on behalf of 9 truck drivers alleging the company paid them under the minimum wage and then improperly withheld their wages. Specifically, the suit asserted that the company failed to pay its newly-hired drivers for a mandatory multi-day classroom orientation, failed to pay for time spent taking mandatory testing and evaluations, failed to pay at least minimum wage while drivers were driving, and failed to pay for overnight travel.</p>

<p>133</p>	<p>\$5,000,000: Settlement</p> <p>Stanley Black & Decker, Inc.</p> <p>September 2014</p>	<p>Black & Decker, a co-defendant with 14 of its affiliated companies, settled a proposed class action, which consisted of two subclasses of workers. The "Field Technician Class" consisted of about 300 California field technicians who allege the power tool company required the workers to subtract the first and last 30 minutes of their timesheets when driving from home to a work site, and failed to pay them proper overtime and minimum wage payments. The "Pay Stub Class" consists of all employees who worked in California from June 27, 2012 to the date of the preliminary approval hearing and received at least one pay stub, which allegedly did not have the right name of their employer listed on the pay stub.</p>
<p>134</p>	<p>\$5,000,000: Settlement</p> <p>AT&T Mobility LLC</p> <p>August 2014 Federal Court: CA</p>	<p>A putative class action filed on behalf of more than 2,600 retail sales consultants who alleged that AT&T violated the California Private Attorney General Act and other labor codes by failing to pay the full minimum and overtime wages, as well as failing to pay wages owed to employees once they were terminated.</p>
<p>135</p>	<p>\$5,000,000: Settlement</p> <p>Compass Group USA, Inc.</p> <p>February 2014 Federal Court: CA</p>	<p>A putative wage-and-hour class action alleging failure to pay hourly and overtime wages, failure to provide rest and meal periods, and that the company's work demands led the employees to work off the clock. The class of current and former food service workers was estimated to involve approximately 22,000 employees of the catering and dining services company.</p>
<p>136</p>	<p>\$5,000,000: Settlement</p> <p>State Farm Mutual Automobile Insurance Co.</p> <p>June 2013 Federal Court: CA</p>	<p>A group of vehicle damage inspectors in California filed a putative class action alleging the insurance company failed to pay them for overtime wages, including time spent at home getting their daily work schedules, answering e-mails, driving from home to their first assignment of the day and traveling from their last assignment back home, making their daily hours average 9.5, although they were paid for 7.75 hours per day.</p>
<p>137</p>	<p>\$4,970,000: Settlement</p> <p>Stanley Black & Decker Inc.</p> <p>July 2015 Federal Court: CA</p>	<p>California field technicians claimed that they should have been paid for time spent driving to work sites and for meal and rest breaks, and that did not provide accurate wage statements to California employees.</p>

138	<p>\$4,960,000: Verdict</p> <p>Tyson Foods, Inc.</p> <p>October 2013 Federal Court: NE</p>	<p>A class of more than 8,000 beef processing plant workers filed suit in 2008, alleging Tyson failed to pay the employees for donning and doffing protective gear. The judgment is comprised of \$3,307,191.20 in compensatory and liquidated damages, and \$1,653,595.60 in damages called for under the Nebraska Wage Payment and Collection Act. This case is one of a slew of lawsuits challenging Tyson's "gang time" compensation system, a process by which the employees were paid for time when the production line was operating, and not for the actual time spent at work.</p>
139	<p>\$4,900,000: Settlement</p> <p>Farmers Insurance Exchange</p> <p>September 2016 Federal Court: CA</p>	<p>A class of 2,114 claims adjusters alleged they were not paid for time spent working off-the-clock, missed meal and rest breaks, and overtime.</p>
140	<p>\$4,900,000: Settlement</p> <p>Tyco International, Ltd./ SimplexGrinnel LP</p> <p>September 2015 Federal Court: CA</p>	<p>A class of 533 fire alarm and sprinkler systems inspectors filed suit alleging the company failed to pay per diem wages including overtime and health benefits, pensions, and vacation according to the California Prevailing Wage Law, which requires employers with public contracts to pay workers the general prevailing wage rate for the work. The settlement ends a lawsuit that was filed in April 2011.</p>
141	<p>\$4,900,000: Settlement</p> <p>MDG Design & Construction LLC</p> <p>June 2014 Federal Court: NY</p>	<p>A class of construction workers filed suit alleging the construction contractor failed to pay required prevailing wages and submitted inaccurate or falsified payroll records. The settlement includes \$3.8 million in back wages and benefits to the construction workers and \$1.1 million in back wages to other laborers.</p>
142	<p>\$4,900,000: Settlement</p> <p>Starbucks Corp.</p> <p>June 2013 Federal Court: CA</p>	<p>Starbucks settled a wage and hour class action for \$3 million, which consisted of two subclasses of workers. The "Meal Break Settlement" class consisted of café attendants, baristas and shift supervisors, who alleged the company's two-partner rule prevented them from taking uninterrupted meal breaks. The "Wage Statement Settlement" class consisted of workers who alleged they were provided with wage statements that omitted the numeric overtime rate. Attorneys' fees in the amount of \$1.9 million were awarded in October 2013.</p>

143	<p>\$4,870,000: Settlement</p> <p>Irvine Auto Towing, Inc. and Yaco Investments, Inc.</p> <p>July 2017 California Labor Commission</p>	<p>The California Labor Commissioner's Office cited two towing companies in Southern California and the Bay Area for wage theft violations against tow truck drivers, mechanics and dispatchers who worked without meal or rest breaks for 12-hour shifts, some working 7 days a week. Pride Towing and Recovery in Anaheim underpaid 187 workers and Stride Towing and Recovery in Oakland underpaid 58 workers.</p>
144	<p>\$4,800,000: Settlement</p> <p>New Jersey's Essex County and Community Education Centers Inc.</p> <p>September 2016 Department of Labor</p>	<p>The County and a contractor it hired to run an immigration detention facility were accused of misclassifying 122 corrections officers as operations counselors to avoid paying them the proper pay rate.</p>
145	<p>\$4,800,000: Settlement</p> <p>TJX Companies Inc. / MarMaxx Operating Corp.</p> <p>August 2015 Federal Court: MA</p>	<p>Collective and class action suits were filed against the discount retailers that alleged failure to pay overtime to assistant managers while they were in training.</p>
146	<p>\$4,750,000: Settlement</p> <p>Advocate Health Care Network</p> <p>June 2016 Federal Court: IL</p>	<p>A class of nurses and physical therapists filed suit against Advocate Health Care Network and its subsidiaries alleging the health network misclassified the employees as exempt from overtime pay. The health care workers claim Advocate's payment process combined both per-visit fees and hourly wages, which did not meet FLSA standards.</p>
147	<p>\$4,700,000: Settlement</p> <p>Citigroup, Inc.</p> <p>October 2014 Federal Court: NY</p>	<p>A putative class of approximately 840 home lending specialist employees alleged they were misclassified as exempt from overtime.</p>

<p>148</p>	<p>\$4,700,000: Settlement</p> <p>Schneider Logistics Transloading and Distribution, Inc.</p> <p>November 2013 Federal Court: CA</p>	<p>A group of 568 warehouse workers accused the contractor that runs warehouses for Wal-Mart of failing to pay them for overtime and illegally deducting wages from their paychecks, among other claims. According to the suit, the workers were forced to sign waivers saying they voluntarily worked through their meal breaks.</p>
<p>149</p>	<p>\$4,600,000: Settlement</p> <p>MapleBear Inc. dba Instacart</p> <p>April 2017 State Court: CA</p>	<p>Multi-state claims involving 31,000 delivery workers who were allegedly misclassified as independent contractors. The suit was brought by current and former “shoppers” for Instacart and alleged that the company misclassified the workers to skirt labor law protections, such as minimum wage guarantees, overtime compensation, and employee benefits. The suit also claimed that personal shoppers did not receive meal or rest breaks as required by federal law, or receive all the tips customers gave them.</p>
<p>150</p>	<p>\$4,600,000: Settlement</p> <p>Friendly’s Ice Cream LLC and TICC Inc.</p> <p>October 2016 Federal Court: PA</p>	<p>The settlement resolved a proposed class and collective action against the restaurant chain and the franchise owner of a Lancaster, PA location by approximately 10,300 servers who alleged the company committed several wage violations, including paying servers the tipped minimum wage rate, even when they were asked to perform non-tipped tasks, such as cleaning, stocking supplies and other prep work. The suit also alleged the workers were not paid the appropriate overtime.</p>
<p>151</p>	<p>\$4,550,000: Settlement</p> <p>USS-Posco Industries</p> <p>July 2013 Federal Court: CA</p>	<p>A class of production and maintenance employees filed suit against their steel plant employer, alleging they were denied overtime pay, accurate wage statements, and adequate meal and rest periods. They also alleged they were required to clock in six minutes before their shifts started in order to don their protective equipment and confer with the employees they were relieving about duties that needed to be performed. After mediation in March 2013 and an extensive discovery exchange, UPI agreed to pay the class \$3.5 million.</p> <p>Update: In April 2014, a California federal judge approved the \$3.5 million settlement and awarded plaintiffs’ counsel an additional \$1,050,000 in fees and costs, and enhanced payments of \$8,000 and \$1,500 to the named plaintiff and the subclass representative, respectively.</p>

152	<p>\$4,500,000: Settlement</p> <p>International Paper Co.</p> <p>January 2017 State Court: CA</p>	<p>Multiple classes of workers who alleged they were shorted on wages filed suit against the Tennessee-based paper company and its subsidiary. Specifically, the suit asserted that the company failed to pay its California employees all wages owed, overtime, failed to provide meal and rest breaks, failed to keep accurate wage statements, failed to adopt a compliant vacation policy, and failed to timely pay terminated employees' wages.</p>
153	<p>\$4,500,000: Settlement</p> <p>Centene Management Co.</p> <p>June 2016 Federal Court: WA</p>	<p>A group of nurses alleged the health care company, which operates government-sponsored health insurance plans in California, Illinois, Missouri and Ohio, failed to pay them overtime.</p>
154	<p>\$4,500,000: Settlement</p> <p>Labor Ready Southwest Inc.</p> <p>April 2016 Federal Court: CA</p>	<p>The temporary staffing agency settled a class action filed by employees alleging violation of the FLSA and California labor laws. The employees claimed that the agency failed to fully compensate laborers on wait and travel times and by charging fees for cashing payroll checks.</p>
155	<p>\$4,500,000: Settlement</p> <p>Coldwell Banker Residential Brokerage</p> <p>January 2016 State Court: CA</p>	<p>A class of approximately 5,600 California real estate salespeople filed suit alleging they were misclassified as independent contractors, denied reimbursement for business-related expenses, and precluded from working for any other company or brokerage.</p>
156	<p>\$4,500,000: Verdict</p> <p>Universal Placement International, Inc./PARS International Placement Agency</p> <p>December 2015 Federal Court: CA</p>	<p>A class of approximately 350 Filipino teachers filed suit against recruitment companies alleging the companies required teachers to pay massive processing and placement fees or risk losing their jobs in Louisiana. The teachers claim the companies threatened to revoke the teachers' H-1B visas and end their work contracts if the fees were not paid. A jury found the recruitment companies not guilty of human trafficking but guilty of violating California employment laws.</p>
157	<p>\$4,500,000: Admin. Order</p> <p>Greene's Energy Group, LLC, Nesi, et al.</p> <p>December 2014 Department of Labor</p>	<p>The U.S. Department of Labor recovered about \$4.5 million in back wages for 5,310 oil and natural gas extraction workers in Pennsylvania and West Virginia who were allegedly denied overtime pay. The bulk of the recovery came from Greene's Energy Group, who paid \$1.1 million for violations at 13 different sites. The second largest violator was Nesi, an Alberta, Canada-based company who paid \$1.05 million.</p>

<p>158.</p>	<p>\$4,300,000: Settlement NBCUniversal Media LLC February 2017 Federal Court: NY</p>	<p>Two classes of parking production assistants alleged NBC violated the Fair Labor Standards Act and New York labor laws by not paying overtime. The assistants, who worked on shows like “The Blacklist” and “American Hustle,” alleged they were required to spend several consecutive days at a time holding spaces for production trucks in New York City without breaks.</p>
<p>159.</p>	<p>\$4,300,000: Settlement Konica Minolta Business Solutions USA, Inc. April 2013 Federal Court: TX</p>	<p>A class of hundreds of technical support employees filed suit alleging the technology company failed to pay them for time spent attending mandatory training classes, conducting inventory, and traveling to and from client locations because they were improperly classified as overtime exempt. The settlement certifies a Rule 23 class of approximately 800 workers with state law claims and a class of approximately 250 employees with FLSA claims. As part of the settlement, the only named plaintiff who was a current employee at the time he became part of the lawsuit and was terminated six days after being named a class representative will receive an additional \$106,000 to drop his retaliation (EPL) claims.</p>
<p>160.</p>	<p>\$4,250,000: Settlement Delta Air Lines Inc. June 2017 Federal Court: CA</p>	<p>A class of roughly 3,400 employees filed a suit and alleged Delta maintained unlawful meal and rest period policies, and paid workers only for the time they were scheduled rather than all of the time they actually worked. The suit further alleged the company failed to reimburse mandatory work-related items from third-party vendors, such as cellphones.</p>
<p>161.</p>	<p>\$4,250,000: Settlement Pacer Cartage Inc. June 2016 Federal Court: CA</p>	<p>A class of 625 truck drivers alleged the company misclassified them as independent contractors, failed to provide them with breaks, failed to pay proper minimum and overtime wages and failed to reimburse them for business-related expenses.</p>
<p>162.</p>	<p>\$4,200,000: Settlement KAG West LLC August 2016 State Court: DC</p>	<p>The tanker truck transportation provider settled with a group of 175 current or former employees, ending their appeal with the U.S. Court Appeals for the District of Columbia Circuit of an adverse ruling in June 2015 by the National Labor Relations Board that found the company discriminatorily denied wage increases to employees represented by a union (the Miscellaneous Warehousemen Drivers and Helpers, Local 986, International Brotherhood of Teamsters).</p>

163.	<p>\$4,200,000: Settlement</p> <p>Chevron USA, Inc.</p> <p>October 2014 State Court: CA</p>	<p>A class of 1,397 current and former oil refinery employees filed suit in April 2013 alleging they were not paid for time spent on required pre- and post-shift meetings to brief the worker taking the next shift.</p>
164.	<p>\$4,000,000: Settlement</p> <p>DCH Auto Group and Lithia Motors Inc.</p> <p>May 2017 State Court: CA</p>	<p>Over 400 mechanics across 19 car dealerships filed several coordinated actions that alleged the company violated minimum wage laws by failing to pay mechanics for time they worked on anything other than flag-related tasks. The employees also asserted the company failed to compensate the mechanics for rest periods, provide two 10-minute rests breaks, or allow for 30-minute off-duty meal breaks within the first five hours of a shift.</p>
165.	<p>\$4,000,000: Settlement</p> <p>Kohl's Department Stores, Inc.</p> <p>January 2016 Federal Court: NY</p>	<p>A class and collective of retail employees filed suit alleging Kohl's misclassified managers as supervisors who were ineligible for overtime. The settlement covers two classes, the first, an opt-in collective action of assistant store managers in four departments, and the second, an opt-out class action based on New York labor laws.</p>
166.	<p>\$4,000,000: Settlement</p> <p>Wells Fargo Advisors LLC</p> <p>August 2013 Federal Court: MO</p>	<p>A former Wells Fargo client associate sued the company in March 2012, alleging she was forced to under-report her hours and that the company had an unwritten policy of only paying its non-overtime-exempt client associates for their scheduled 8 hours. A court certified a class of roughly 3,300 client associates, who received \$2.58 million of the \$4 million fund under the terms of the settlement.</p>
167.	<p>\$4,000,000: Settlement</p> <p>Sephora USA, Inc.</p> <p>May 2013 State Court: CA</p>	<p>A class of approximately 4,800 employees classified as specialists by the cosmetics retailer filed suit, alleging Sephora wasn't paying workers adequate overtime, didn't reimburse workers for the uniforms and makeup they were required to wear, didn't provide off-duty meal periods and didn't compensate workers who weren't given lunch breaks, used paid time off to pay workers money they were owed for time they worked, failed to provide proper wage statements, and that they paid some employees via a "pay card" in violation of California labor laws.</p>

<p>168.</p>	<p>\$3,900,000: Settlement</p> <p>Space Exploration Technologies Corp. (SpaceX)</p> <p>September 2016 State Court: CA</p>	<p>The settlement resolves three lawsuits filed on behalf of 3,800 employees who alleged the company imposed schedules that made it impossible for the employees to take rest periods and meal breaks, and that the employees were not compensated for time spent working instead of eating, and expected to work off the clock.</p>
<p>169.</p>	<p>\$3,900,000: Settlement</p> <p>Wells Fargo & Co.</p> <p>September 2015 Federal Court: NY</p>	<p>Approximately 1,150 current and former financial advisors filed suit against Wells Fargo claiming the company misclassified them as exempt and failed to pay overtime and gap time owed.</p>
<p>170.</p>	<p>\$3,899,781: Settlement</p> <p>Fifth Third Bank</p> <p>February 2014 Federal Court: OH</p>	<p>Matter involved a class action on behalf of 520 Ohio-based mortgage loan officers who alleged the company misclassified them as overtime-exempt. The suit alleged the employees could be fired for failing to meet the bank's production goals, and in order to get their work finished, they had to work more than 40 hours per week. The case centered around a 2010 US DOL order that changed the status of mortgage loan officers, whom the DOL had previously considered to be exempt from overtime. Following the order, the bank paid back its then-current mortgage loan officers for overtime hours from the date the 2010 order was issued, but the ex-employees launched a lawsuit seeking overtime compensation they said they should have gotten before the DOL put out its order. The settlement was comprised of \$1.6 million for the 327 employees who opted into the collective FLSA class, \$999,781 set aside to resolve the claims of the 193 class action plaintiffs, and \$1.3 million for the loan officers' attorneys.</p>
<p>171.</p>	<p>\$3,800,000: Verdict</p> <p>UniTek Inc.</p> <p>June 2017 Federal Court - TN</p>	<p>A class of cable installers was awarded \$3.8 million in damages in an overtime collective action, stemming from a jury verdict finding that UniTek illegally told its workers to underreport their hours. The Sixth Circuit has ordered the District of Tennessee to revisit the damages calculation after finding they applied too high a multiplier. However, the workers' class certification and post-trial wins are kept intact in light of the U.S. Supreme Court's Tyson ruling, which does not require Fair Labor Standards Act plaintiffs to back up their claims with expert analysis.</p>

172	<p>\$3,800,000: Settlement</p> <p>Disney Vacation Club Management Corp. and Walt Disney Parks and Resorts U.S. Inc.</p> <p>March 2017 U.S. Department of Labor</p>	<p>An investigation by the DOL found 16,339 employees at the two subsidiaries of The Walt Disney Co. were owed back wages for violations of minimum wage, overtime and recordkeeping provisions of the Fair Labor Standards Act.</p>
173	<p>\$3,800,000: Settlement</p> <p>Kmart Corp.</p> <p>May 2016 Federal Court: NY and NJ</p>	<p>The settlement resolved two class and collective actions brought by 422 assistant store managers in New York and New Jersey who alleged they were misclassified and paid like supervisors instead of cashiers or other store workers who get breaks and overtime pay.</p>
174	<p>\$3,800,000: Settlement</p> <p>PetSmart, Inc.</p> <p>April 2015 Federal Court: DE</p>	<p>In an action brought in September 2012, Plaintiffs alleged that the pet store chain failed to pay overtime by misclassifying operations managers as exempt employees. 331 of at least 1,100 potential members agreed to join the class, and sought an award including overtime pay and liquidated damages. The parties reached an agreement in mediation for distribution of the \$3.8 million to members based on the number of weeks worked. Plaintiff attorneys are requesting \$1.5 million in fees, leaving \$2.3 million for distribution to the class.</p>
175	<p>\$3,800,000: Settlement</p> <p>Charles Schwab & Co., Inc.</p> <p>November 2014 Federal Court: NY</p>	<p>A putative class of associate financial consultants and international CDT financial consultants alleged they were misclassified as overtime exempt.</p>
176	<p>\$3,780,500: Verdict</p> <p>Native Oilfield Services LLC</p> <p>August 2014 Federal Court: TX</p>	<p>A class of 108 current and former drivers filed suit, alleging failure to pay overtime for off-the-clock hours while drivers waited to be assigned a truck or for their trucks to be loaded and unloaded. A jury ordered the company to pay \$1.7 million in unpaid overtime compensation, \$1.7 million in liquidated damages, \$370,000 in attorneys' fees and \$10,500 in costs.</p> <p>Update: September 2015: The U.S. District Court upheld the jury verdict and denied the company's request for a new trial.</p>

177.	<p>\$3,770,000: Settlement</p> <p>Trustaff Travel Nurses LLC</p> <p>August 2016 Federal Court: CA</p>	<p>A proposed class of 1,900 nurses alleged they were not paid overtime at the proper rate, not provided with meal and rest periods, not given accurate wage statements and not timely paid wages upon termination.</p>
178.	<p>\$3,750,000: Settlement</p> <p>Kellogg Brown & Root, LLC</p> <p>July 2017 Federal Court: CA</p>	<p>The engineering and project management firm settled a putative class action involving 137 non-exempt construction workers at the Molycorp Mountain Pass rare earth facility in Mountain Pass, California who worked on a project to build a salt recovery plant. The suit alleged the company required workers to park their cars in a designated lot and take company vehicles to and from the worksite without paying them for travel time, as well as failed to pay overtime or second meal periods during the workers' 10-hour shifts.</p>
179.	<p>\$3,750,000: Settlement</p> <p>McDonald's Corp.</p> <p>October 2016 Federal Court: CA</p>	<p>Matter involves more than 800 restaurant workers at five San Francisco Bay Area restaurants, who sued their franchise owner, The Edward J. Smith and Valerie S. Smith Family Limited Partnership and McDonald's Corp., alleging claims of miscalculated wages, missing overtime payments and unpaid uniform maintenance. The franchise settled with the four named plaintiffs separately.</p>
180.	<p>\$3,700,000: Settlement</p> <p>Hartford Fire Insurance Co.</p> <p>October 2016 Federal Court: FL</p>	<p>A class of 49 former claims analysts alleged they were not paid overtime.</p>
181.	<p>\$3,700,000: Settlement</p> <p>FedEx Freight Inc.</p> <p>May 2016 Federal Court: CA</p>	<p>A class of 1,600 truck drivers filed suit against FedEx alleging the company failed to pay line haul drivers for non-driving work. FedEx had compensated drivers based on mileage but allegedly failed to account for non-driving work performed during the course of a trip.</p>

182	<p>\$3,700,000: Settlement</p> <p>Amazon.com, Inc./ SMX, LLC</p> <p>November 2015 Federal Court: CA</p>	<p>A class of 33,000 warehouse workers hired by the staffing firm SMX, LLC and working at Amazon warehouses in California settled with SMX, ending claims that the workers should have been paid for the 20-30 minutes they spent going through security screenings each day before work and during their 30-minute meal breaks. The claims against SMX are part of a larger multidistrict litigation that consolidated several suits against Amazon by workers at warehouses around the country alleging violations of the Fair Labor Standards Act and wage and hour laws.</p>
183	<p>\$3,650,000: Settlement</p> <p>Ulta Salon Cosmetics & Fragrance, Inc.</p> <p>August 2016 Federal Court: CA</p>	<p>Matter involves a class of about 230 current and former store managers who alleged they were misclassified as overtime exempt.</p>
184	<p>\$3,600,000: Settlement</p> <p>Rosa Mexicano Brands Inc., et al.</p> <p>August 2017 Federal Court: NY</p>	<p>A class of servers, bussers and food runners at restaurants in New York and Massachusetts alleged that the restaurant chain failed to pay overtime and minimum wages by paying them at a tipped minimum wage, but not accounting for automatic gratuity when calculating overtime pay, forcing them to share some of their tips with nonservice employees not eligible for tips, and failing to pay time-and-a-half for hours worked over 40 per week.</p>
185	<p>\$3,600,000: Settlement</p> <p>Swift Transportation Co.</p> <p>May 2016 Federal Court: CA</p>	<p>A collective group of 41 customer service representatives filed suit alleging the truckload carrier service failed to pay employees overtime wages.</p>
186	<p>\$3,600,000: Settlement</p> <p>Bank of America Corp.</p> <p>August 2015 Federal Court: CA</p>	<p>A class of part-time bank employees filed suit alleging the bank did not provide them with accurate pay stubs.</p>
187	<p>\$3,500,000: Settlement</p> <p>Wells Fargo Advisors LLC</p> <p>July 2017 Federal Court: IL</p>	<p>A class of former participants in Wells Fargo's five-year financial advisor training program alleged the bank violated federal minimum wage law and the FSLA in a process by which an employee who does not complete the entire five years of training is required to pay back \$55,000 that the bank argued it costs to train a financial advisor.</p>

<p>188</p>	<p>\$3,500,000: Settlement</p> <p>Ann, Inc. and AnnTaylor Retail, Inc.</p> <p>March 2017 State Court: CA</p>	<p>A class of over 8,150 workers alleged the clothier shorted them on overtime, did not meet minimum wage requirements, did not provide rest and meal breaks and did not timely provide final wages when an employee was terminated.</p> <p>Update: In August 2017 the judge approved the settlement but stated he would give the class representatives no more than \$5,000 each.</p>
<p>189</p>	<p>\$3,500,000: Settlement</p> <p>Con-Way Freight, Inc.</p> <p>September 2016 Federal Court: CA</p>	<p>A class action involving nearly 1,000 truck drivers who alleged the shipping company pressured them to skip meal breaks in order to meet tight delivery schedules. The Court ruled that employers must relieve workers of their duties during meal breaks.</p>
<p>190</p>	<p>\$3,500,000: Settlement</p> <p>Old Navy LLC</p> <p>January 2016 State Court: CA</p>	<p>A class of approximately 26,000 employees filed suit alleging failure to pay minimum wage, overtime wage, short-staffing stores causing employees to miss rest and meal breaks, and failing to reimburse employees for business expenses.</p>
<p>191</p>	<p>\$3,500,000: Settlement</p> <p>Ruan Logistics Corp.</p> <p>January 2016 Federal Court: CA</p>	<p>A class of truck drivers filed suit against the raw-milk delivery company alleging the company violated various California wage and hour laws. The truck drivers claim the company paid drivers a flat rate regardless of non-driving work performed, such as safety inspections, pre-shift assignments, and time spent waiting on clients.</p>
<p>192</p>	<p>\$3,500,000: Settlement</p> <p>City of Hampton, Virginia</p> <p>December 2015 Federal Court: VA</p>	<p>A collective and class action of 208 Hampton, Virginia police officers alleged that the City instituted policies that violated the FLSA in terms of overtime pay. The policies allegedly discouraged officers from submitting overtime hours and required officers to perform off-the-clock tasks for which they were not compensated.</p>
<p>193</p>	<p>\$3,500,000: Settlement</p> <p>OfficeMax Inc.</p> <p>November 2015 Federal Court: NY</p>	<p>A collective action of more than 330 current and former assistant managers of the office supply company alleged that they were misclassified as exempt from overtime pay.</p>

<p>194.</p>	<p>\$3,500,000: Settlement</p> <p>Time Warner Cable</p> <p>November 2015 Federal Court: CA</p>	<p>A putative class of field service technician employees alleged that the internet provider failed to pay them minimum and overtime wages, required them to work off the clock without pay, and failed to timely pay final wages. Time Warner won partial summary judgment on claims over commuting time and failure to provide rest breaks and maintain uniforms, before the parties agreed to a settlement.</p>
<p>195.</p>	<p>\$3,500,000: Settlement</p> <p>Sunny's Limousine Service, Inc.</p> <p>April 2014 Federal Court: NY</p>	<p>Matter involves a collective and putative class action brought on behalf of 841 drivers who said the car service failed to pay minimum and overtime wages. The suit alleges the car service allegedly misrepresented the amount of fares and gratuities collected, as well as not getting premium overtime pay despite working roughly 72 to 82 hours per week.</p>
<p>196.</p>	<p>\$3,500,000: Settlement</p> <p>Schneider National Carriers, Inc.</p> <p>July 2013 Federal Court: CA</p>	<p>A class of approximately 200 current and former mechanics filed suit in December 2010 against the trucking company, alleging they did not receive pay for overtime, meal and rest breaks, and were not provided with proper wages upon termination or proper wage statements.</p>
<p>197.</p>	<p>\$3,500,000: Settlement</p> <p>Bimbo Foods Bakeries Distribution, Inc.</p> <p>November 2012 Federal Court: CT</p>	<p>A proposed class of independent distributors who distributed goods for Bimbo (which owns a number of baked goods brands, including Sara Lee, Entenmann's and Thomas') filed a federal lawsuit. The distributors alleged Bimbo improperly classified certain distributors as independent contractors, and although they performed similar tasks to those carried out by drivers officially employed by Bimbo, they did not receive the same benefits. Those benefits include health insurance, time off and reimbursements for expenses like truck maintenance, fuel and tolls. They also allege they were not given the same protections under federal and state employment laws that regulate unemployment benefits, discrimination and workplace safety. The company also settled two other legal actions over its classification of some distributors as independent contractors in Pennsylvania and California, and a third putative class action is pending in New Jersey.</p>

198	<p>\$3,450,000: Settlement</p> <p>Broadspectrum Downstream Services, Inc.</p> <p>November 2016 Federal Court: CA</p>	<p>Broadspectrum settled with a class of about 2,000 field employees, safety attendants, laborers and helpers who worked on general maintenance projects at a California oil refinery and alleged the company failed to pay hours worked and overtime to employees for tasks performed prior to a shift, such as donning required safety gear, getting tools, attending safety meetings and transportation to intra-refinery work locations. Court papers in the case revealed that Broadspectrum previously entered into a confidential \$6.4 million settlement with a separate class of 9,161 field employees over similar allegations in California state court.</p>
199	<p>\$3,450,000: Settlement</p> <p>PAM Transport, Inc.</p> <p>August 2015 Federal Court: AK</p>	<p>A class action was filed by truck drivers who alleged the trucking company failed to pay drivers at least the federal and state minimum wages for the amount of time they spent on the road, including on-duty time spent not driving and time spent in a truck's sleeper beyond eight hours per day.</p>
200	<p>\$3,400,000: Settlement</p> <p>YourPeople Inc. (Zenefits FTW Insurance Services)</p> <p>June 2017 U.S. Department of Labor</p>	<p>An investigation launched by the DOL alleging 750 workers were denied overtime pay, and therefore their compensation may have dipped below minimum wage. The DOL said that the company incorrectly paid the workers a flat salary for all hours worked, regardless of overtime or training time. As part of the settlement, the consent order requires the company to provide all brokers with a minimum of 52 hours of retraining, and provide any future brokers with 52 hours of training within 18 months of hiring.</p>
201	<p>\$3,400,000: Settlement</p> <p>KB Home</p> <p>May 2016 Federal Court: TX</p>	<p>A class of sales staff filed suit alleging that the homebuilding company misclassified employees as exempt from overtime and minimum wage pay.</p>
202	<p>\$3,400,000: Settlement</p> <p>Old Dominion Freight Line, Inc.</p> <p>September 2014 Federal Court: CA</p>	<p>A putative class of more than 500 truck drivers filed suit against the shipping company, alleging employees were denied duty-free meal and rest periods by requiring the drivers to monitor the trucks, which often contained hazardous materials, while they were eating. The suit also alleged some employees were improperly classified as part-time workers, even when they worked 50 or 60 hours per week and that the company failed to pay the proper overtime rate.</p>

<p>203</p>	<p>\$3,370,000: Settlement</p> <p>Sprint Nextel Corp.</p> <p>December 2015 Federal Court: CA</p>	<p>A class and collective action involving approximately 1,950 retail consultants and assistant store managers filed suit, alleging Sprint failed to pay for time worked before opening hours.</p>
<p>204</p>	<p>\$3,250,000: Settlement</p> <p>PVH Corp.</p> <p>October 2016 Federal Court: CA</p>	<p>A class of 13,000 current and former non-exempt workers alleged the company, which owns Tommy Hilfiger, Calvin Klein and IZOD, failed to pay them overtime wages or provide meal and rest breaks.</p>
<p>205</p>	<p>\$3,250,000: Settlement</p> <p>Continental Airlines Inc.</p> <p>July 2015 Federal Court: CA</p>	<p>Former employees of Continental Airlines filed a putative class action against the air carrier. The two parties reached a settlement where the employees received \$3.25 million for claims that Continental's wage statements didn't adhere to the California Labor Code. The agreement puts an end to a lawsuit that started in 2013 in which an employee alleged that Continental's wage statements didn't correctly identify the pay period start date and total hours worked.</p>
<p>206</p>	<p>\$3,250,000: Settlement</p> <p>Fifth Third Bank</p> <p>February 2015 Federal Court: PA</p>	<p>Matter involves a class action on behalf of 541 Pennsylvania-based customer service managers who allege the company misclassified them as overtime-exempt, although they mostly performed duties that are non-exempt in nature, like greeting customers and counting bank drawers.</p>
<p>207</p>	<p>\$3,200,000: Settlement</p> <p>Bloomberg LP</p> <p>March 2016 Federal Court: NY</p>	<p>A class and collective group of call center customer service employees filed suit alleging Bloomberg LP required employees to work weekends, holidays, and overtime, and during breaks without pay.</p>
<p>208</p>	<p>\$3,125,000: Settlement</p> <p>Bridgestone Retail Operations LLC</p> <p>December 2014 State Court: CA</p>	<p>A class of 2,757 mechanics alleged the tire retailer paid them for work done based on a pre-set time allowed for each job, and failed to pay minimum wage for time spent waiting for work or performing non-repair tasks.</p>

<p>209</p>	<p>\$3,100,000: Settlement Pizza Hut of America, Inc. February 2016 Federal Court: FL</p>	<p>A putative class of approximately 2,250 pizza delivery drivers filed suit alleging Pizza Hut failed to provide proper expense reimbursements to the point it pushed drivers' compensation below minimum wage.</p>
<p>210</p>	<p>\$3,100,000: Settlement Gerdau Ameristeel U.S., Inc. May 2013 Federal Court: NJ</p>	<p>A class of approximately 800 hourly manufacturing workers filed suit alleging the steel mill miscalculated their overtime pay and did not compensate them for time spent putting on and removing protective gear, or walking to and from the reporting site to the plant where they would clock in (a process of about 30-40 minutes). The suit alleges the company provided employees with bonuses based on the facility's performance, a Sunday premium (which pays less than time-and-a half) and another premium for certain shifts, but the bonuses were not taken into account when calculating the employee's regular hourly pay rate for purposes of figuring out the overtime pay rate.</p>
<p>211</p>	<p>\$3,000,000: Settlement Cogent Communications Inc. June 2017 Federal Court: CA</p>	<p>A class of former account managers alleged that they were routinely required to work more than eight hours per day and 40 hours per week, but received the same salary regardless of how many hours they worked.</p>
<p>212</p>	<p>\$3,000,000: Settlement Key Energy Services LLC April 2017 Federal Court: CA</p>	<p>Two consolidated class actions involving 1,815 employees alleged that the company violated overtime laws. The lawsuits argued that, even though Key Energy had policies on paper that complied with the law regarding overtime, in practice the company denied meal breaks and required employees to work more than the allotted hours and did not pay them for that time.</p>
<p>213</p>	<p>\$3,000,000: Settlement Fidelity National Information Services, Inc. March 2017 Federal Court: CA</p>	<p>A class of systems administrators and other information technology workers alleged they were misclassified as exempt from overtime and meal and rest breaks.</p>

<p>214.</p>	<p>\$3,000,000: Verdict</p> <p>Gerber Products Company</p> <p>January 2015 State Court: AR</p>	<p>A class of workers at a baby food manufacturing facility in Fort Smith, Arkansas alleged they were denied overtime and not paid for time spent doffing and donning uniforms, removing lint from clothing, washing hands and walking to and from work sites, which typically took between 15-20 minutes each shift.</p> <p>Update: Gerber appealed the verdict in September 2015, but in May 2016, the Arkansas Supreme Court declined to overturn the verdict.</p>
<p>215.</p>	<p>\$3,000,000: Settlement</p> <p>Bloomin' Brands, Inc.</p> <p>April 2016 Federal Court: NV</p>	<p>The parent company of Outback Steakhouse agreed to a settlement with a proposed class and collective group of restaurant employees who alleged they were required to show up early for unpaid pre-shift work called "Outback Time."</p>
<p>216.</p>	<p>\$3,000,000: Settlement</p> <p>3PD Inc./XPO Logistics</p> <p>January 2016 Federal Court: IL</p>	<p>A class of delivery drivers filed suit alleging the company misclassified the drivers as contractors in order to shift the cost of trucks and damage to goods on to the workers.</p>
<p>217.</p>	<p>\$3,000,000: Settlement</p> <p>Pepsi Beverages Co.</p> <p>October 2015 Federal Court: MA</p>	<p>Matter involves a nationwide class of bulk customer representatives who alleged they were not properly paid for overtime due to Pepsi's fluctuating work week payment system. Under the system, Pepsi calculated overtime pay by dividing employees' wages for a week by the number of hours they worked, and then dividing the subsequent hourly rate in half to reach the amount to pay for each hour worked above 40 per week. However, the system didn't take into account the fact that pay would vary, such as lower wages on holidays, nondiscretionary commissions, and "sixth and seventh day pay."</p>
<p>218.</p>	<p>\$3,000,000: Settlement</p> <p>Stryker Corp.</p> <p>April 2015 Federal Court: CA</p>	<p>134 class members consisting of sales representatives for a subsidiary of Stryker, Howmedica Osteonics Corp., brought action claiming that the company had a "blanket policy" of not reimbursing representatives for business expenses. The parties came to terms at mediation eight months after the U.S. District court found that the case qualified for class certification.</p>

<p>219</p>	<p>\$3,000,000: Settlement</p> <p>Smart & Final Stores LLC</p> <p>November 2014 State Court: CA</p>	<p>A class action filed on behalf of 16,352 current and former employees at the bulk goods retailer alleged the company shorted its retail workers on their overtime wages and failed to provide state-mandated rest and meal breaks.</p>
<p>220</p>	<p>\$3,000,000: Settlement</p> <p>SuperMedia, Inc.</p> <p>October 2014 Federal Court: Texas</p>	<p>Matter involves a collective action filed in July 2011 alleging the yellow pages publisher failed to properly pay overtime wages by not including the employees' commission in its regular rate used to calculate overtime.</p>
<p>221</p>	<p>\$3,000,000: Settlement</p> <p>Angelica Textile Services, Inc.</p> <p>September 2014 Federal Court: CA</p>	<p>A putative class action filed in July 2012 against the medical laundry services and health care linen company alleging they failed to fully pay overtime to hourly employees by rounding up or down the punch times to the nearest quarter of an hour, thereby short-changing the employees.</p>
<p>222</p>	<p>\$3,000,000: Settlement</p> <p>Ruby Tuesday, Inc.</p> <p>September 2014 Federal Court: NY</p>	<p>Ruby Tuesday settled a collective action involving a class of 4,170 servers, bartenders and bus persons at more than 700 restaurants who alleged they were forbidden from logging in all of their hours into the company's timekeeping system. They further alleged they were given a checklist with a series of tasks that must be completed each shift, but were not allowed to clock in at the start of their shifts until after a pre-shift meeting or after their first customer arrived, as well as being required to clock out at the end of their shifts whether or not they stopped working so as not to record more than 40 hours in a week.</p>
<p>223</p>	<p>\$3,000,000: Settlement</p> <p>Capital One NA</p> <p>August 2014 Federal Court: NY</p>	<p>Assistant branch managers filed suit alleging the bank misclassified them as exempt from federal and state overtime.</p>
<p>224</p>	<p>\$3,000,000: Settlement</p> <p>Lifecare Solutions, Inc.</p> <p>May 2014 Federal Court: CA</p>	<p>A class of 245 current and former drivers filed suit in October 2012 alleging the home care equipment provider required them to work on duty during their meal periods, provided shortened meal periods, and didn't pay overtime for time spent waiting for calls to come in or on completing required paperwork.</p>

<p>225</p>	<p>\$3,000,000: Settlement Coventry Health Care, Inc.</p> <p>February 2014 Federal Court: CA</p>	<p>A class of approximately 203 former field managers filed suit accusing the company of refusing to pay overtime wages and denying meal and rest breaks.</p>
<p>226</p>	<p>\$3,000,000: Settlement Daniyal Enterprises LLC</p> <p>March 2013 Federal Court: NJ</p>	<p>A Department of Labor investigation revealed a New Jersey gas station operator owed 417 employees at 72 gas stations compensation for overtime pay. The operators alleged that they often worked up to 84 hours per week without overtime pay, and that many employees were paid partly off the books to disguise the fact that they didn't receive proper overtime. The DOL said the noncompliance was willful, given that they were the subject of two investigations in 2007 and 2008, at which time the DOL met with the owner to explain FLSA's pay and recordkeeping requirements.</p>
<p>227</p>	<p>\$2,980,000: Settlement Panda Express</p> <p>April 2015 Federal Court: NY</p>	<p>A class of general managers for the Chinese food chain brought action against their employer for failure to pay overtime. Plaintiffs claimed that they were misclassified as exempt even though they regularly worked more than 40 hour weeks and performed non-managerial duties. The settlement is pending approval with the federal court judge.</p>
<p>228</p>	<p>\$2,980,000: Settlement AllianceBernstein</p> <p>August 2013 Federal Court: NY</p>	<p>A class of associate portfolio managers filed suit against the investment management company, alleging they were wrongfully categorized as overtime-exempt. The company, formerly known as Alliance Capital Management, LP, alleged the employees were subject to the Fair Labor Standards Act's overtime exemption for administrative employees because their jobs entailed the use of independent judgment, while the employees alleged their primary job functions were largely clerical and did not involve using discretion.</p>
<p>229</p>	<p>\$2,940,000: Settlement CVS Pharmacy, Inc.</p> <p>November 2015 Federal Court: CA</p>	<p>A class of approximately 715 pharmacists filed suit, alleging CVS required them to work more than six days in a row without paying time and a half for the hours worked on the seventh day.</p> <p>Update: A federal judge in California rejected the settlement over concerns that the settlement amount is too low.</p>

230.	<p>\$2,900,000: Settlement</p> <p>Office Depot, Inc.</p> <p>August 2017 Federal Court: NJ</p>	<p>A group of certified classes of assistant store managers alleged the company violated the Fair Labor Standards Act by using an overtime pay policy called the “fluctuating work week” whereby the varying number of hours an employee would work in any given week meant they were not being paid proper overtime wages.</p>
231.	<p>\$2,900,000: Settlement</p> <p>A.C. Moore Arts and Crafts Inc.</p> <p>May 2017 Federal Court: MA</p>	<p>A federal judge approved the settlement to resolve a Fair Labor Standards Act misclassification suit. The employees alleged that they were classified as not eligible for overtime, even though most of their work was non-managerial, such as stocking shelves and helping customers.</p>
232.	<p>\$2,900,000: Settlement</p> <p>BAE Systems San Diego Ship Repair, Inc.</p> <p>February 2017 Federal Court: CA</p>	<p>A class of 1,930 employees of the defense and security contractor alleged the company failed to compensate them for time spent disembarking from ships, waiting in security lines, returning tools, and missed lunch breaks.</p> <p>Update: In July 2017, nine ship workers filed an objection, asserting that the sum of the settlement was not fair or reasonable enough to compensate the alleged harm suffered by the workers.</p>
233.	<p>\$2,900,000: Settlement</p> <p>Manpower, Inc.</p> <p>January 2017 Federal Court: CA</p>	<p>A putative class of 61,425 employees filed suit against the staffing agency, alleging it failed to pay hourly nonexempt workers, failed to keep track of their hours, and failed to provide accurate wage statements.</p>
234.	<p>\$2,900,000: Settlement</p> <p>Equinox Holdings, Inc.</p> <p>April 2014 State Court: CA</p>	<p>A class of 276 membership sales advisers who worked for the health club operator and several subsidiaries and were misclassified as exempt filed suit in June 2011, alleging they were denied proper overtime pay and meal breaks.</p>

<p>235</p>	<p>\$2,900,000: Settlement Merrill Lynch & Co., Inc. April 2013 Federal Court: CA</p>	<p>A class of 295 former financial advisors filed suit alleging the wealth management company made them wait an unlawfully long time to receive their final commission checks after they left the company. California State Law mandates that ex-employees receive whatever portion of their commission is calculable within 72 hours of their last day and according to the plaintiffs, Merrill Lynch allegedly did not send the commission checks before its own internal regular date, generally in the second week of the month after an employee left the company.</p>
<p>236</p>	<p>\$2,850,000: Settlement Lowe's Home Centers LLC January 2017 Federal Court: NJ</p>	<p>A class of about 450 installation workers alleged they were misclassified as independent contractors and thus denied benefits such as liability insurance coverage, workers compensation, temporary disability and health insurance, and Social Security and Medicare eligibility.</p>
<p>237</p>	<p>\$2,800,000: Settlement East West Bank November 2016 State Court: CA</p>	<p>Matter involves a class action involving three related cases alleging the bank failed to pay its hourly, nonexempt employees for overtime, failed to provide meal and rest breaks, failed to reimburse employees for business expenses, and failed to keep adequate payroll records.</p>
<p>238</p>	<p>\$2,800,000: Settlement Tilly's, Inc. October 2016 State Court: CA</p>	<p>Matter resolves claims by 4,000 workers that they were not paid for time spent undergoing security bag checks, which they claimed interfered with break times.</p>
<p>239</p>	<p>\$2,800,000: Settlement Peri & Sons Farms Inc. December 2015 Federal Court: NV</p>	<p>A class and collective action filed against an onion farm on behalf of temporary H-2A visa agricultural workers from Mexico, which was dismissed in 2011 and was revived on appeal. The farmworkers alleged they were not always paid the proper hourly rate, and some were required to pay a "recruitment fee" and were not reimbursed for various costs associated with getting their visas.</p>
<p>240</p>	<p>\$2,800,000: Settlement Soho House West Hollywood LLC's January 2015 State Court: CA</p>	<p>A class of approximately 1,250 current and former employees at two restaurants filed suit alleging they were not paid for work done off the clock, and underpaid for overtime and accrued but unused personal days. It was also alleged that the restaurants failed to provide employees with full half-hour, off-duty meal periods and failed to inform workers of their rest break rights under California law.</p>

<p>241</p>	<p>\$2,800,000: Settlement</p> <p>CVS Pharmacy, Inc.</p> <p>October 2014 State Court: CA</p>	<p>A class of 627 Southern California pharmacists alleged that CVS required them to work more than six days in a row without paying time and a half for the hours worked on the seventh day. This was one of several suits pending against CVS by other classes for the same wrongdoing.</p>
<p>242</p>	<p>\$2,800,000: Settlement</p> <p>Johnson Controls, Inc.</p> <p>June 2014 Federal Court: CA</p>	<p>A class of 1,441 current and former employees of the auto parts giant filed a putative class action suit alleging a series of wage and hour violations, including that the company did not pay the employees for vacation and floating holiday time.</p>
<p>243</p>	<p>\$2,750,000: Settlement</p> <p>AT&T</p> <p>September 2017 Federal Court: CA</p>	<p>A class of corporate training managers alleged they were misclassified as independent contractors and should have received overtime.</p>
<p>244</p>	<p>\$2,750,000: Settlement</p> <p>Islands Restaurants LP</p> <p>March 2017 State Court: CA</p>	<p>The settlement resolved a suit that alleged 22,000 food service workers at over 50 chain locations were denied rest breaks.</p>
<p>245</p>	<p>\$2,750,000: Settlement</p> <p>Aramark Uniform Services, Inc.</p> <p>May 2013 Federal Court: CA</p>	<p>A class of approximately 3,175 production employees, mechanics, engineers and drivers of the maker of work attire for industries like construction, transportation and health care filed suit in November 2012, alleging the company did not give employees who worked 10 hours or more a second meal break and three rest periods. The suit also alleges Aramark did not calculate the employees' pay based on their actual clock-in and clock-out times, but rather rounded their shifts down to the nearest quarter of an hour in favor of the company, as well as failing to pay them in a timely fashion after they had left the company. The workers also said they worked off-the-clock through what should have been their meal periods, and if that time had been counted and paid for, would have put them into overtime. The settlement fund was also used to pay penalties assessed by the state for alleged violations of California's Private Attorney General Act.</p>

<p>246.</p>	<p>\$2,700,000: Settlement</p> <p>Ulta Salon Cosmetics & Fragrance, Inc.</p> <p>October 2016 Federal Court: CA</p>	<p>Matter involved approximately 8,250 store employees at about 69 stores in California who were misclassified as overtime exempt at the salon and beauty products chain. The suit alleged failure to pay overtime, compensate for all hours worked, pay wages due upon discharge or provide required meal or rest breaks due to mandatory exit inspections, in which the employees were required to submit to a bag check every time they left the store for a rest break, meal break, or at the end of a shift. The plaintiffs claimed that some locations required the employees to first clock out before getting personal bags inspected, while others said the time it took to wait for a manager to check their bags reduced their meal time of only 30 minutes even further.</p>
<p>247.</p>	<p>\$2,700,000: Settlement</p> <p>ADT LLC</p> <p>June 2016 Federal Court: CA</p>	<p>Two subclasses of sales representatives filed suit alleging that the home security system outfitter failed to supply adequate reimbursement for work-related vehicle expenses or provide accurate itemized wage statements.</p>
<p>248.</p>	<p>\$2,700,000: Settlement</p> <p>BJ's Wholesale Club, Inc.</p> <p>August 2013 Federal Court: MA</p>	<p>A class action of loss prevention managers, asset protection managers, and personnel managers who worked for the retailer in 15 different states filed suit alleging they were regularly required to work more than 40 hours per week without overtime compensation.</p>
<p>249.</p>	<p>\$2,670,000: Verdict</p> <p>Kum Gang, Inc.</p> <p>March 2015 Federal Court: NY</p>	<p>A federal judge ordered the Korean Restaurant chain and owners to pay 11 workers a combined total of \$2.67 million in back wages and damages. The restaurant allegedly failed to pay its employees minimum wage, overtime wage when they required employees to work 12 hour days six days a week, and withheld tips from employees. The court found that the restaurant group was in violation of the Fair Labor Standards Act and state wage laws. Additionally, the restaurant group sustained fines and penalties for previous wage violations.</p>
<p>250.</p>	<p>\$2,600,000: Settlement</p> <p>UniFirst Corp.</p> <p>August 2015 Federal Court: CA</p>	<p>A suit filed in May 2014 on behalf of six California state classes of non-exempt workers and a subclass of former employees alleged a variety of wage and hour violations, including unpaid wages due upon termination, policies of rounding down time instead of paying for time actually worked, payment via debit card, failure to give acceptable meal and rest breaks, failure to pay employees for working more than 40 hours per week, and failure to provide itemized pay stubs.</p>

251.	<p>\$2,540,000: Settlement</p> <p>Burberry Limited</p> <p>July 2017 Federal Court: NY</p>	<p>A putative collective and class action by employees in Burberry retail stores in New York state that alleged the company did not pay non-exempt workers overtime.</p>
252.	<p>\$2,500,000: Settlement</p> <p>Sedgwick Claims Management Services Inc.</p> <p>September 2017 State Court: CA</p>	<p>A class of 600 current and former claims adjusters alleged that company policies forced employees to work off the clock and forego overtime and breaks.</p>
253.	<p>\$2,500,000: Settlement</p> <p>CEC Entertainment, Inc.</p> <p>November 2016 Federal Court: CA</p>	<p>A class of more than 10,500 hourly employees at the family entertainment chain Chuck E. Cheese's alleged the company failed to pay all wages at the end of employment, including overtime wages, minimum wages, and meal and rest period premium payments. The staff further alleged that because of a company policy of understaffing the restaurants and requiring cashiers to remain until all receipts were counted at the end of their shifts, employees were required to work off-the-clock, frequently took late meal breaks, missed rest periods during busy times and were not properly compensated.</p>
254.	<p>\$2,500,000: Settlement</p> <p>Groupon, Inc.</p> <p>August 2016 Federal Court: IL</p>	<p>A class of 2,000 sales representatives and executives alleged the company misclassified them as overtime-exempt and denied them overtime in violation of the Fair Labor Standards Act and the Illinois Minimum Wage Law.</p>
255.	<p>\$2,500,000: Settlement</p> <p>Securitas Security Services USA, Inc.</p> <p>November 2015 Federal Court: CA</p>	<p>Matter involved a class and collective action filed by 24,281 current and former security guards alleging the company's vacation policy violated FLSA and California state law.</p>
256.	<p>\$2,500,000: Settlement</p> <p>Covidien, LP</p> <p>February 2014 Federal Court: CA</p>	<p>A putative class action by a class of about 975 workers at the Ireland-based health care products company's California locations. The suit alleged the company's policy of rounding the employees' clock-in and clock-out times resulted in a failure to compensate employees for all the hours they worked, as well as failing to provide meal and rest periods.</p>

<p>257.</p>	<p>\$2,500,000: Settlement</p> <p>Taco Bell Corp.</p> <p>August 2013 Federal Court: CO</p>	<p>A class of assistant managers filed suit alleging they were wrongly categorized as supervisors and denied overtime pay, even though their duties included the same menial work that lower-level employees performed.</p>
<p>258.</p>	<p>\$2,465,000: Settlement</p> <p>Merrill Lynch</p> <p>November 2016 State Court: CA</p>	<p>Merrill Lynch settled with a class of 2,501 current and former financial advisors and trainee financial advisors, who alleged the bank failed to reimburse them for their business expenses. The suit originally began in Federal Court, alleged the employees were misclassified as exempt from overtime, and included over 16,000 workers. In August 2014 the certification of that class was denied, and the entire suit was shot down in April 2015. In May 2015, the lead plaintiff filed the state court action alleging the reimbursement claims on behalf of California employees only.</p>
<p>259.</p>	<p>\$2,400,000: Settlement</p> <p>Sanofi-Aventis US LLC</p> <p>September 2015 Federal Court: NJ</p>	<p>A class of sales employees alleged that the pharmaceutical company reneged on their promise to pay them per-vial incentives to sell the cancer drug Zaltrap. The complaint alleged violations of the New Jersey Wage Payment Law, breach of contract, breach of duty of good faith and fair dealing, and unjust enrichment.</p>
<p>260.</p>	<p>\$2,400,000: Settlement</p> <p>MetroPCS Wireless, Inc.</p> <p>December 2014 Federal Court: FL and State Court: NY</p>	<p>A federal collective action involving account services representatives who alleged the telecom failed to pay overtime wages, was settled when a Florida federal judge approved a settlement in the amount of \$550,000. The judge initially did not approve the settlement, because she lacked jurisdiction over the state law claims, which prompted the named plaintiffs to file a complaint in New York County Supreme Court. The New York state judge approved a \$1.85 million settlement, bringing the total value to \$2.4 million.</p>
<p>261.</p>	<p>\$2,400,000: Settlement</p> <p>JPMorgan Chase & Co.</p> <p>October 2014 Federal Court: CA</p>	<p>A putative class action of 158 real estate appraisers alleged they were misclassified as exempt from overtime pay.</p>
<p>262.</p>	<p>\$2,400,000: Settlement</p> <p>Sushi Yasuda Ltd.</p> <p>May 2014 Federal Court: NY</p>	<p>A class of current and former sushi chef, busser and wait staff employees filed suit in December 2012 alleging the restaurant's policy of adhering to the Japanese custom of accepting no gratuities for wait staff deprived them of wages, tips and overtime.</p>

<p>263.</p>	<p>\$2,400,000: Settlement</p> <p>Qualxserv LLC/Worldwide Techservices LLC</p> <p>August 2013 Federal Court: CA</p>	<p>A class of computer repair techs filed suit alleging the company's policy of paying them a lump sum per service call resulted in insufficient pay that did not cover overtime, hours worked off the clock, or reimbursement expenses. The suit also alleged the company illegally withheld income tax from reimbursement compensation, did not pay workers who terminated their employment in a timely manner, and failed to provide employees with proper itemized wage statements.</p>
<p>264.</p>	<p>\$2,370,000: Settlement</p> <p>Samba Brands Management/Sushi Samba</p> <p>December 2015 Federal Court: NY</p>	<p>A putative class of sushi restaurant workers filed suit alleging Sushi Samba restaurants in several locations withheld tips and failed to pay overtime and minimum wage. Workers, such as servers, bussers, runners, bartenders, and hosts claim that the tips were improperly shared with sushi chefs. Samba argued that the sushi chefs were entitled to tips because their job entailed performing for the customers.</p>
<p>265.</p>	<p>\$2,350,000: Settlement</p> <p>C.R. England Inc.</p> <p>December 2016 Federal Court: UT</p>	<p>A wage suit brought on behalf of 6,336 truck drivers alleged that the company failed to pay minimum wages or overtime for non-driving work time, failed to provide required meal and rest breaks, and failed to reimburse for business-related expenses. The suit asserted that the truck drivers were illegally paid a piece-rate for each mile driven during a portion of the time they were delivering loads.</p>
<p>266.</p>	<p>\$2,350,000: Settlement</p> <p>Quest Diagnostics Clinical Laboratories</p> <p>June 2016 Federal Court: CA</p>	<p>A class of 2,600 phlebotomists alleged the lab was understaffed and as a result, the blood technicians were forced to work unpaid overtime and denied meal and rest breaks.</p>
<p>267.</p>	<p>\$2,300,000: Settlement</p> <p>Kiawah Island Golf Resort</p> <p>May 2016 Federal Court: SC</p>	<p>Jamaicans working under the H-B2 visa program filed suit alleging the South Carolina golf resort failed to give them raises, as required by the DOL in 2012, and never reimbursed them for the cost of visas or transportation from Jamaica.</p>
<p>268.</p>	<p>\$2,300,000: Settlement</p> <p>AXA Advisors LLC</p> <p>May 2016 Federal Court: NY</p>	<p>A class and collective group of prospective associates filed suit alleging the insurance and investment broker failed to pay overtime and minimum wages. Prospective associates alleged they were required to make cold calls that sometimes entailed working 60 hours a week.</p>

269.	<p>\$2,300,000: Settlement</p> <p>CVS Pharmacy, Inc.</p> <p>July 2015 Federal Court: CA</p>	<p>A putative class of pharmacists, alleged that CVS required them to work more than six days in a row without paying time and a half for the hours worked on the seventh day, provided inaccurate wage statements, failed to pay all wages due to employees upon resignation or termination, and unlawfully withheld wages.</p>
270.	<p>\$2,300,000: Settlement</p> <p>Family Dollar Stores, Inc.</p> <p>October 2014 Federal Court: CO</p>	<p>A class of 488 store managers alleged they were misclassified as exempt from overtime.</p>
271.	<p>\$2,250,000: Settlement</p> <p>Bath & Body Works, Inc.</p> <p>November 2015 Federal Court: CA</p>	<p>A class of approximately 29,000 sales associates alleged they were not paid for overtime and off-the-clock security inspections.</p>
272.	<p>\$2,250,000: Settlement</p> <p>TransFirst LLC</p> <p>September 2016 Federal Court: CA</p>	<p>A class of current and former employees at the payment processing company alleged they were underpaid on overtime wages, subjected to rounding work records, and not provided with meal breaks.</p>
273.	<p>\$2,200,000: Settlement</p> <p>Loomis Armored US</p> <p>May 2017 State Court: CA</p>	<p>The settlement resolved a putative class action that alleged Loomis failed to provide its route service employees, including armored car drivers and custodians, with meal and rest breaks, failed to pay them timely upon termination, failed to provide accurate wage statements and failed to cover business expenses.</p>
274.	<p>\$2,200,000: Settlement</p> <p>Frazee Industries, Inc.</p> <p>October 2014 Federal Court: CA</p>	<p>A group of 911 current and former employees at the paint retailer alleged the company denied meal breaks to employees, made them pay for their own uniforms and failed to provide accurate wage statements.</p>

<p>275.</p>	<p>\$2,200,000: Settlement</p> <p>City of Cleveland</p> <p>June 2014 Federal Court: OH</p>	<p>A class of 3,746 hourly, non-exempt municipal workers filed suit in November 2013 alleging the city's policy of rounding their starting and stopping times deprived them of overtime wages.</p>
<p>276.</p>	<p>\$2,200,000: Settlement</p> <p>UMass Memorial Medical Center, Inc.</p> <p>May 2013 Federal Court: MA</p>	<p>A class of more than 13,000 hourly clinical employees filed suit against the five companies in the UMMMC system alleging violations of the Fair Labor Standards Act and ERISA claims. In January 2013, the class was reduced to only employees of UMMMC who alleged the medical center automatically deducted a half hour from hourly employees' pay for meal breaks that were skipped 75% of the time and interrupted the rest of the time. The employees also said they started working 15 to 30 minutes before their shifts began and also put in post-shift work, for which they were not paid.</p>
<p>277.</p>	<p>\$2,200,000: Order</p> <p>Fairhill Castle LLC</p> <p>August 2015 Federal Court: CA</p>	<p>A group of nine employees alleged they were forced to work six to seven 24-hour shifts each week for less than \$2 an hour. The state labor commissioner's investigation revealed that caregivers working around the clock to provide care for bedridden patients received pay rates around \$1.25 - \$1.80 an hour. The Division of Labor Standards Enforcement cited the owners of the care facility for wage theft claims related to minimum wage, overtime, meal break, and workers compensation violations.</p>
<p>278.</p>	<p>\$2,200,000: Settlement</p> <p>Dollar Tree Stores, Inc.</p> <p>July 2015 Federal Court: VA</p>	<p>A class of employees filed suit against the discount retailer for off-the-clock and overtime pay, however, the settlement has yet to gain court approval of the proposed settlement, \$300,000 would go to the employees \$300,000 and \$1.9 million would be attorneys' fees. A Virginia federal judge questioned the fairness of the deal and has yet to approve it.</p> <p>Update: In October 2015, the proposed settlement was once again disapproved by a federal judge for failure to justify attorneys' fees.</p>
<p>279.</p>	<p>\$2,192,000: Verdict</p> <p>NLP International Corporation</p> <p>July 2014 State Court: CA</p>	<p>A former Vice President of Business Development sued the company alleging they failed to pay him sales commissions and salary he was owed.</p>

<p>280.</p>	<p>\$2,150,000: Settlement</p> <p>Home Depot USA, Inc./THD At Home Services, Inc.</p> <p>March 2016 State Court: CA</p>	<p>A class of sales managers filed suit alleging the home improvement retail company failed to pay overtime and time worked during meal breaks. Employees also alleged that they were cheated out of commissions because of Home Depot's policy of requiring workers to be employed the first and last day of the month in order to receive commissions, thus leaving out employees who were terminated in the middle of the month.</p>
<p>281.</p>	<p>\$2,100,000: Settlement</p> <p>Keane Frac GP LLC</p> <p>July 2017 Federal Court: PA</p>	<p>A class of workers at an oil field services company agreed to settle a Fair Labor Standards Act collective action that alleged the company had a policy of misclassifying supervisors as exempt employees.</p>
<p>282.</p>	<p>\$2,100,000: Settlement</p> <p>The Vons Companies Inc.</p> <p>June 2017 State Court: CA</p>	<p>A putative class of 43,700 former employees brought claims alleging that the company was slow to pay post-termination wages.</p>
<p>283.</p>	<p>\$2,100,000: Settlement</p> <p>YP Advertising & Publishing LLC (Yellow Pages)</p> <p>October 2016 Federal Court: TX</p>	<p>A collective and class action alleging workers were not paid proper overtime in violation of the Fair Labor Standards Act.</p>
<p>284.</p>	<p>\$2,100,000: Settlement</p> <p>Dave & Busters, Inc.</p> <p>June 2016 Federal Court: CA</p>	<p>A proposed class of 2,350 current and former servers at the arcade-dining restaurant chain alleged they were not paid proper wages or provided with adequate meal and rest breaks.</p>
<p>285.</p>	<p>\$2,100,000: Settlement</p> <p>Defenders Inc.</p> <p>April 2016 Federal Court: CA</p>	<p>A class of security technicians filed suit alleging the security company failed to provide: 1) minimum and overtime wages; 2) rest breaks and meal periods; 3) business expense reimbursements; 4) accurate itemized wage statements; and 5) wages to terminated or departing employees.</p>

<p>286.</p>	<p>\$2,100,000: Verdict</p> <p>EI Tequila LLC</p> <p>January 2016 Federal Court: OK</p>	<p>The U.S. Department of Labor filed suit on behalf of the employees of the Mexican restaurant chain alleging the company failed to pay overtime and minimum wages. A jury trial found EI Tequila LLC not guilty but the presiding judge set aside that verdict and ruled in favor of the Department of Labor.</p>
<p>287.</p>	<p>\$2,100,000: DOL Order</p> <p>J&J Snack Foods Corp.</p> <p>October 2015</p>	<p>The U.S. Department of Labor conducted two investigations that revealed 677 temporary production line workers not properly paid by the snack food company and two staffing firms that jointly employed them. The DOL found that 465 workers at J&J's Swedesboro, NJ facility were paid regular wages for overtime hours worked. J&J agreed to pay \$1,260,254 in back wages and liquidated damages. The DOL also found 212 temporary employees were not paid the federal minimum wage or overtime wages; J&J agreed to pay \$920,000 in back wages and liquidated damages in that case.</p>
<p>288.</p>	<p>\$2,100,000: Settlement</p> <p>FedEx Ground Package System, Inc.</p> <p>April 2014 Federal Court: CT</p>	<p>Class action brought in May 2011 by current and former line-haul service managers alleging that although they performed work similar to that of hourly clerks, FedEx Ground misclassified them as exempt from overtime.</p>
<p>289.</p>	<p>\$2,019,000: Settlement</p> <p>Grand Healthcare System</p> <p>December 2016 U.S. Department of Labor</p>	<p>Matter involved employees at five residential nursing homes in New York who alleged they were misclassified as overtime exempt, paid for the number of hours scheduled instead of what they actually worked, docked for short breaks, owed pay for when they worked through their meals, and given inaccurate wage statements that didn't include shift differentials in regular rates when determining overtime. The company must pay an additional \$133,000 in civil penalties to the DOL and bring in an auditor.</p>
<p>290.</p>	<p>\$2,000,000: Settlement</p> <p>Hertz and Thrifty</p> <p>September 2017 Washington State Department of Labor & Industries</p>	<p>The rental car companies agreed to a \$2 million settlement for back pay allegedly owed to employees at the Seattle-Tacoma International Airport who complained to the Washington State Department that they were improperly paid after the city's \$15 minimum wage ordinance took effect on January 1, 2014.</p>

291.	<p>\$2,000,000: Settlement</p> <p>Dircksen & Talleyrand, Inc. (River Café)</p> <p>September 2017 Federal Court: NY</p>	<p>A class of former and current waiters, bartenders and captains alleged that the restaurant did not properly pay tips and wages.</p>
292.	<p>\$2,000,000: Verdict</p> <p>Field Asset Services</p> <p>July 2017 Federal Court: CA</p>	<p>A California federal jury awarded 11 workers for the company, which maintains and repairs foreclosed and real-estate-owned properties, more than \$2 million in total damages in a suit that alleged the employees were misclassified as vendors and independent contractors and thus denied reimbursement for their business expenses and overtime pay.</p>
293.	<p>\$2,000,000: Settlement</p> <p>Allstate Insurance Co.</p> <p>March 2017 State Court: CA</p>	<p>A class action complaint involving over 500 claims processors alleged the company failed to pay for pre- and post-shift work and overtime, and denied workers rest and meal breaks.</p>
294.	<p>\$2,000,000: Verdict</p> <p>Apple, Inc.</p> <p>December 2016 State Court: CA</p>	<p>A California state jury found Apple liable for depriving its retail employees of meal break time, providing final paychecks to workers who had given their notice untimely, and providing inaccurate wage statements. The certified class includes approximately 20,000 employees.</p>
295.	<p>\$2,000,000: Settlement</p> <p>Costco Wholesale Corp.</p> <p>December 2016 Federal Court: CA</p>	<p>A putative class of 882 current or former industrial fleet drivers, who originally filed in state court, alleged the company didn't pay regular or overtime wages, denied rest and meal breaks, and failed to provide accurate itemized wage statements.</p> <p>Update: Settlement preliminarily approved in May 2017.</p>
296.	<p>\$2,000,000: Settlement</p> <p>Genesis Intermodal Delivery Inc.</p> <p>November 2016 Federal Court: CA</p>	<p>A class of 197 drivers with the short-distance delivery company alleged they were misclassified as independent contractors, not paid meal or rest period wages, and not indemnified or provided with accurate pay stubs.</p>

<p>297.</p>	<p>\$2,000,000: Settlement</p> <p>Goodman Networks, Inc.</p> <p>September 2016 Federal Court: TX</p>	<p>A class of 58 former construction managers alleged they were misclassified as exempt from overtime and therefore not paid time and a half for overtime work over 40 hours a week, and regularly up to 14 hours a day and on weekends.</p>
<p>298.</p>	<p>\$2,000,000: Settlement</p> <p>Cardinal Logistics Management Corp.</p> <p>August 2016 Federal Court: CA</p>	<p>Matter involved a class of 346 drivers who alleged the logistics and transportation company failed to pay wages for all hours worked and miles driven, failed to provide meal and rest breaks, failed to reimburse employees for business-related expenses, failed to timely pay wages to workers upon their departure, and failed to provide accurate itemized wage statements.</p>
<p>299.</p>	<p>\$2,000,000: Settlement</p> <p>CVS Pharmacy, Inc.</p> <p>August 2016 State Court: CA</p>	<p>A class of 5,000 “floating” pharmacists alleged that CVS did not pay them for time spent and expense incurred in traveling between stores. The settlement resolved six consolidated suits.</p>
<p>300.</p>	<p>\$2,000,000: Settlement</p> <p>Herr Foods, Inc.</p> <p>August 2016 Federal Court: PA</p>	<p>The potato chip manufacturer agreed to settle a proposed class action with delivery drivers who sued over alleged failure to pay overtime.</p>
<p>301.</p>	<p>\$2,000,000: Settlement</p> <p>Abercrombie & Fitch Co.</p> <p>April 2016 State Court: CA</p>	<p>A class of 34,000 employees filed suit alleging Abercrombie & Fitch failed to provide lawful rest breaks</p>
<p>302.</p>	<p>\$2,000,000: Verdict</p> <p>Vulcan Power Group LLC</p> <p>March 2016 Federal Court: NY</p>	<p>A former employee filed suit alleging the power generation service provider failed to pay her commission for a power generator sale to a government contractor in Iraq and retaliated against her for filing suit by filing numerous unnecessary counterclaims.</p>

<p>303.</p>	<p>\$2,000,000: Settlement</p> <p>HomeTown Buffet and Old Country Buffet</p> <p>August 2015 Federal Court: CA</p>	<p>Class action brought on behalf of non-exempt, non-managerial restaurant workers who allege the restaurants failed to provide rest breaks, failed to pay wages in a timely manner after termination or resignation, failed to provide accurate wage statements, and wrongfully required employees to use their own cars for work-related deliveries and pickups without offering reimbursement of gas mileage.</p>
<p>304.</p>	<p>\$2,000,000: Settlement</p> <p>Wells Fargo Insurance Services USA Inc.</p> <p>April 2015 Federal Court: CA</p>	<p>Account Executives alleged that Wells Fargo violated the Fair Labor Standards Act by misclassifying them as exempt employees. Plaintiff's originally sought \$13.8 million for unpaid overtime or missed meal and rest periods. Wells Fargo contended that the employees fell under an administrative exemption as stated in a 2009 opinion letter from the U.S. Department of Labor.</p>
<p>305.</p>	<p>\$2,000,000: Judgment</p> <p>Papa John's International Inc.</p> <p>March 2015 State Court: NY</p>	<p>A class of Papa John delivery workers brought action against the franchise owner New Majority Holdings LLC for violations of state wage laws. The delivery workers alleged that the franchise owner shortchanged paychecks, paid workers at the lower tip-based wage rate even though they were required to do work for which they would not earn tips, and did not provide delivery workers with equipment. The Judge entered a default judgment on behalf of the plaintiffs for \$2 million for reimbursement of back pay through the New York Attorney General's Office.</p>
<p>306.</p>	<p>\$2,000,000: Settlement</p> <p>Con-Way Freight, Inc.</p> <p>January 2015 Federal Court: CA</p>	<p>Truck drivers filed suit, alleging the company's practice of paying them on a per-mile basis failed to compensate them for required non-driving tasks, such as paperwork and inspecting their trucks. Before approving the settlement, the judge dismissed a conversion claim, a claim for punitive damages, and an inaccurate wages claim. The judge also said that because the drivers didn't have a specific pay rate in their contracts, that the company could pay California's minimum wage to drivers for non-driving activities.</p>
<p>307.</p>	<p>\$2,000,000: Settlement</p> <p>GMAC Mortgage LLC/ Residential Capital LLC</p> <p>April 2014 Federal Court: WA</p>	<p>Class action brought in January 2011 by 82 mortgage underwriters who allege they were misclassified as exempt from overtime pay and also denied proper meal periods and rest breaks when they were routinely required to work evenings and weekends without appropriate compensation.</p>

<p>308.</p>	<p>\$2,000,000: Settlement Smithfield Packing Co., Inc. December 2013 Federal Court: NC</p>	<p>Bacon processing plants agreed to settle with workers who alleged they were not paid for all the time they worked under the company's "gang time" compensation system, a process by which the employees were paid based on when they were scheduled to start work, not when they actually began performing required pre-shift duties.</p>
<p>309.</p>	<p>\$2,000,000: Settlement Marriott International, Inc. March 2013 Federal Court: CA</p>	<p>A class of 1,500 workers in three Ritz-Carlton hotels located in San Francisco, Half Moon Bay and Lake Tahoe filed suit, alleging the company denied them meal breaks, overtime, and full pay for accrued vacations and paid time off days. The suit also alleged Ritz-Carlton required employees to receive authorization prior to working overtime or it would not be compensated.</p>
<p>310.</p>	<p>\$2,000,000: Settlement PLS Financial Solutions September 2015 State Court: CA</p>	<p>Matter involves a class of PLS workers who claim they were shorted on pay by their company by not providing required breaks while still deducting meal time from their time cards. The claimants each will receive a share of the settlement based on their number of work weeks.</p>