

**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 claims, although some include sub-limited defense cost protection. This still leaves employers responsible for the bulk of the exorbitant defense costs in class and collective claims, and all of the settlement and judgment exposure. Fewer and fewer insurers remain willing to comprehensively embrace both defense and indemnity exposure for the largest risks in stand-alone and combined EPL/W&H policies. The insurance marketplace is narrowing just as the exposure is escalating.

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 on account of off-the-clock work or missed meal and rest breaks, failure to pay earned tips or disputes over recorded time. These claims also frequently become collective or class actions, and while collective class actions require workers to opt-in, class actions are opt-out, where potential plaintiffs are automatically included unless they decline to participate. There remains discord in court rulings on 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 continue to be a hotbed of litigation activity, especially in the expanding remote work landscape resulting from the COVID-19 pandemic.

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 nature of 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 numerous 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>\$140,000,000: Settlement</p> <p>ABM Industries</p> <p>July 2021 State Court: CA</p>	<p>Settlement of 15-year-old consolidated case involving 50,000 janitors who alleged the facility management company's old timekeeping practice of paying employees using an hourly quota system, where the employees were supposedly not paid based on actual time worked, but upon a system that provides pay for a total number of hours for a particular job assignment, resulted in underpayment of wages.</p>
2.	<p>\$130,000,000: Settlement</p> <p>G4S Secure Solutions (USA) Inc. (formerly Wackenhut Corp.)</p> <p>January 2019 State Court: CA</p>	<p>A class action involving about 13,500 private security officers who allege the company didn't provide them with off-duty meal and rest breaks or provide proper wage statements.</p> <p>This settlement follows G4S's settlements in 2015 and 2017 of two similar class actions in California that pertained to employees of different time periods, settled in aggregate for \$7.6 million.</p> <p>Update: In October 2019, the workers' attorneys were awarded an additional \$43.2 million, and the California Labor Workforce Development Agency was awarded \$3.4 million because the case involved claims brought under the state's Private Attorneys General Act (PAGA).</p>
3.	<p>\$113,000,000: Verdict</p> <p>Missouri Department of Corrections</p> <p>August 2018 State Court: MO</p>	<p>A class of 13,000 corrections officers was awarded back pay wages for unpaid time spent performing pre- and post-shift work that took between 15 to 25 minutes. Those duties include arriving at prison facilities, going through security, getting dressed, lining up, signing in, getting their keys and communication equipment, signing in again at a different control area, passing through an air lock and walking to their assigned posts, as well as completing reports after their shifts, checking emails and returning the keys and communications equipment.</p> <p>Update: In October 2019, the appellate court upheld this verdict.</p>
4.	<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>

5.	<p>\$102,000,000: Verdict</p> <p>Wal-Mart Associates, Inc.</p> <p>June 2019 Federal Court: CA</p>	<p>Three certified classes of between 52,000 and 76,000 workers alleged that the company violated the state’s Private Attorneys General Act (“PAGA”) wage order requiring businesses in California to provide employees with compliant wage statements: Wal-Mart’s pay stubs allegedly failed to include start and end dates on final wage statements and didn’t show a breakdown of the rate or hours factored into a lump sum calculation for overtime pay. The class also accused the company of not adequately paying the workers for missed lunch breaks. The Judge ordered \$48 million in statutory damages for the state law violations and \$54 million in penalties under PAGA.</p>
6.	<p>\$98,800,000: Settlement (value)</p> <p>C.R. England, Inc.</p> <p>January 2019 Federal Court: UT</p>	<p>A class of drivers claimed to have been tricked into giving the trucking company free labor by signing up for a training program under the guise of having a “guaranteed job.” The drivers alleged that at the end of the program they were pushed into purchasing a Driving Opportunity, which required them to pay the company for training tuition, truck rental and gas, among other things, which in some cases left the drivers in the company’s debt. The settlement was comprised of the company forgiving \$48 million in disputed unpaid debts for certain drivers related to permits, licenses and truck leases and forgiveness of another \$13 million in debt for student tuition. The remaining money went into a pool for the class.</p> <p>Update: In April 2019, the class attorneys sought \$15.8 million in fees and costs.</p>
7.	<p>\$97,280,000: Settlement</p> <p>Wells Fargo</p> <p>May 2018 Federal Court: CA</p>	<p>A class of 4,481 home mortgage consultants alleged they were not paid for meal and rest breaks or time spent attending events, galas and open houses.</p> <p>Update: In June 2018, class counsel asked the court for an additional \$24.3 million in attorneys’ fees, which was cut down to \$2 million by a California federal judge in October 2018.</p> <p>Further Update: In April 2020, the Ninth Circuit Appellate Court partially backed the attorneys’ fee award in the amount of \$24,472,114.36, but said the ultimate amount of any additional payment rests on the California Supreme Court’s forthcoming ruling in a separate case.</p>
8.	<p>\$95,700,000: Settlement</p> <p>Wells Fargo Bank NA</p> <p>February 2021 Federal Court: CA</p>	<p>Thousands of mortgage consultants from two lawsuits globally settled allegations that the bank’s commission-based pay structure unlawfully failed to separately compensate class members for their rest period and vacation time. The settlement encompasses \$25 million paid by Wells Fargo in a matter referred to as the Ibarra class, and an additional \$70 million to be paid to a class known as Kang.</p>

<p>9.</p>	<p>\$80,000,000: Verdict</p> <p>Anca Transport, Inc., JNM Express LLC and Omega Freight Logistics LLC</p> <p>May 2019 Federal Court: TX</p> <p>Punitive Damages: \$75 million (\$25M each company)</p>	<p>A driver alleged that the companies violated rest break policies and demanded he falsify records so that he could do a second run without taking the minimum 34 hours of rest after making a first run, which resulted in a crash. The driver alleged that his employer instructed him to alter his logbook to make it appear as if he had taken the required 34-hour rest. The driver stated he was afraid he would lose his job, picked up the load, and a few days later fell asleep at the wheel, rear-ending another tractor-trailer and suffering injuries.</p>
<p>10.</p>	<p>\$78,000,000: Settlement</p> <p>Air Methods Corp.</p> <p>July 2020 State Court: CA</p>	<p>A certified class of about 450 medical flight crew workers alleged the helicopter company misclassified them as exempt from overtime, shorted on pay and denied meal breaks. The crew workers claimed that they regularly worked 24-hour shifts and not paid overtime premiums when they passed the eight-hour mark as California law requires.</p>
<p>11.</p>	<p>\$77,000,000: Verdict</p> <p>Virgin America, Inc./Alaska Airlines, Inc.</p> <p>January 2019 Federal Court: CA</p>	<p>A class of California-based flight attendants alleged the airline failed to pay for time they spent before and after flights, waiting time between flights, as well as time spent writing up incident reports, training and undergoing required drug tests. The flight attendants also assert they were given inaccurate wage statements and denied meal and rest breaks.</p> <p>Update: In January 2020, plaintiffs' lawyers were awarded \$5.7 million in fees, which was about half of what they requested. The airline filed a motion to vacate the fee award in July 2020, but in October 2020 the award was upheld.</p>
<p>12.</p>	<p>\$65,500,000: Settlement</p> <p>InterExchange, Inc., et al.</p> <p>January 2019 Federal Court: CO</p>	<p>A class of au pairs filed a class action against more than a dozen sponsorship agencies alleging they colluded to suppress the child care workers' wages. The au pairs alleged that the agencies were a cartel that colluded to fix the au pair wages at a little more than \$4 per hour for a 45-hour workweek. As part of the settlement, the agencies will be required to tell the host families that the au pairs are free to negotiate a fee higher than the minimum pay that the workers may receive.</p>

<p>13.</p>	<p>\$65,000,000: Settlement</p> <p>Wal-Mart Stores Inc.</p> <p>October 2018 Federal Court: CA</p>	<p>A class of more than 99,000 cashiers alleged the company violated the state’s Private Attorneys General Act (“PAGA”) wage order requiring businesses in California to give workers suitable seats when the nature of the work reasonably permits and for rest when workers’ jobs require standing. The cashiers shared about \$10.7 million after the California Labor and Workforce Development Agency and the plaintiffs’ attorneys took their cuts.</p> <p>Update: In August 2020, the workers filed a motion for sanctions against the company following a supposed discovery made by private investigators that in 45 randomly selected Walmart stores, the cashiers were still not provided with adequate seating.</p>
<p>14.</p>	<p>\$61,700,000: Settlement</p> <p>Amazon.com, Inc.</p> <p>February 2021 Federal Trade Commission</p>	<p>The Federal Trade Commission investigated allegations that Amazon was siphoning tips and making misleading promises about pay to drivers for their Amazon Flex, Prime Now, and AmazonFresh programs. The government alleged the company promised to pay drivers a minimum of \$18-\$25/hour plus tips, but a year later changed their practices and began cutting the payments and siphoning tips, and when the drivers complained, the company allegedly continued to mislead them. As part of the settlement, Amazon will be required to be clearer about how it pays the drivers, including letting them know what they are likely to earn and the percentage of tips they’ll receive from customers.</p>
<p>15.</p>	<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 an additional \$15 million in plaintiffs’ attorney’s fees.</p> <p>Further Update: In August 2019, Wal-Mart appealed, arguing that the case should have been thrown out before trial, the class shouldn’t have been certified, and improper jury instructions. In January 2020, the Ninth Circuit appellate court rejected Wal-Mart’s objections and affirmed the verdict. Wal-Mart petitioned the appellate court for an en banc rehearing, but in February 2020, the Ninth Circuit declined to rehear arguments over its affirmation of the jury award.</p>

16.	<p>\$54,500,000: Settlement</p> <p>Bloomberg LP</p> <p>June 2018 Federal Court: NY</p>	<p>A class of help desk representatives filed suit alleging Bloomberg misclassified them as overtime-exempt. The settlement covers more than 1,300 New York-based and California-based employees and resolved collective and class actions first brought in 2014.</p>
17.	<p>\$35,000,000: Settlement</p> <p>Wells Fargo & Co.</p> <p>July 2019 Federal Court: NJ</p>	<p>A class of over 38,000 bank employees alleged they were required to meet quarterly quotas for new accounts that were impossible to achieve without working overtime, but the bank did not pay for overtime.</p> <p>Update: In January 2020, a New Jersey federal judge approved \$10.5 million of the settlement to go toward the attorneys' fees, as well as up to \$60,000 in costs.</p>
18.	<p>\$31,500,000: Settlement</p> <p>The TJX Companies, Inc., et al.</p> <p>July 2020 Federal Court: MA</p>	<p>A class of 1,911 current and former assistant store managers at HomeGoods and Marshalls stores alleges the parent company's policies violated labor laws by categorizing them as management to avoid paying overtime wages. The employees alleged that their day-to-day responsibilities were not managerial and included working cash registers, stocking shelves, folding clothes, unpacking boxes, building displays and collecting garbage.</p>
19.	<p>\$29,000,000: Settlement</p> <p>Pilgrim's Pride Corp./Perdue Farms, Inc., et al.</p> <p>July 2021 Federal Court: MD</p>	<p>A suit against poultry processors who together own and run roughly 200 poultry plants in the United States allegedly held secret meetings and traded information in an effort to depress wages for hundreds of thousands of workers at their facilities. The suit is also against two consulting companies, and remained pending against other large poultry companies, such as Tyson Foods, Inc. and Koch Foods, LLC.</p>
20.	<p>\$28,000,000: Settlement</p> <p>New Prime, Inc.</p> <p>July 2020 Federal Court: MA</p>	<p>A proposed class of approximately 40,000 truck drivers alleged the Missouri-based company failed to pay them for attending training sessions and compensating similarly-situated employees unevenly.</p>
21.	<p>\$28,000,000: Settlement</p> <p>City of New York and New York Police Department</p> <p>June 2020 Federal Court: NY</p>	<p>A class of approximately 3,900 New York City public school safety agents alleged the NYPD did not pay proper wages and overtime.</p>

22.	<p>\$27,500,000: Settlement</p> <p>Wells Fargo Bank NA</p> <p>March 2018 State Court: CA</p>	<p>Three consolidated putative class actions brought by 28,463 bankers and sales representatives in California alleged the bank failed to pay overtime and for split shifts, failed to provide meal breaks and failed to provide itemized wage statements.</p>
23.	<p>\$26,000,000: Settlement</p> <p>McDonald's Corp.</p> <p>November 2019 State Court: CA</p>	<p>A class of thousands of hourly non-managerial workers at corporate-owned restaurants in California alleged the company's timekeeping practices resulted in underpayment of wages. As part of the settlement, McDonald's reportedly agreed to revise its practices, and provide training sessions on wage policies for managers at the subject restaurants.</p>
24.	<p>\$25,000,000: Settlement</p> <p>Abercrombie & Fitch Co.</p> <p>January 2018 Federal Court: OH</p>	<p>A class of nearly a quarter of a million employees in California, Florida, New York and Massachusetts alleged that they were forced to buy the brand's clothes to wear at work and that the company doesn't reimburse its workers for the cost.</p>
25.	<p>\$22,500,000: Settlement</p> <p>Pepperidge Farm, Inc.</p> <p>June 2019 Federal Court: CA</p>	<p>A class action alleging the company misclassified distributors in Massachusetts, California and Illinois as independent contractors to avoid providing them with employment benefits.</p>
26.	<p>\$20,000,000: Settlement</p> <p>Glenn O. Hawbaker, Inc.</p> <p>August 2021 State Court: PA</p>	<p>The contractor for the Pennsylvania Department of Transportation agreed to pay restitution to nearly 1,300 former construction workers who had alleged that while state and federal law requires that prevailing wages be paid in full to workers on qualifying projects, either in paychecks or to cover the costs of health care and retirement plans, Hawbaker diverted a portion of the workers' pay for other purposes, such as paying pensions for nonprevailing-wage workers, including company executives.</p>
27.	<p>\$20,000,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>August 2019 Federal Court: CA</p>	<p>A class action involving 11,000 California drivers and 2,600 Massachusetts drivers who claimed the company misclassified them as independent contractors. The Judge cautioned that the settlement did not resolve the ultimate question at the heart of the case since Uber did not agree to classify its drivers as employees.</p>

28.	<p>\$19,600,000: Settlement</p> <p>Burlington Coat Factory</p> <p>July 2020 Federal Court: NJ</p>	<p>A settlement that will end both a collective action and a putative class action by assistant store managers who alleged that Burlington misclassified them as exempt and deprived them of overtime wages, even though they perform nonexempt worker duties, such as building displays, stocking shelves, assisting customers, scanning prices, cleaning the store, unloading trucks and more.</p>
29.	<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>
30.	<p>\$18,760,000: Verdict</p> <p>Computer Sciences Corp.</p> <p>January 2018 Federal Court: CT</p>	<p>A jury found that a class of 1,000 systems administrators were not paid time-and-a-half when they worked more than 40 hours in a week, that the company willfully violated the Fair Labor Standards Act, and awarded the class unpaid overtime and liquidated damages.</p> <p>Update: In July 2020, a Connecticut federal judge ordered the company to pay an additional \$8 million in fees and costs to the attorneys for the class, bringing the amount the company had to pay up to \$26,760,000.</p>
31.	<p>\$18,600,000: Settlement</p> <p>C.R. England, Inc.</p> <p>February 2020 Federal Court: UT</p>	<p>A hybrid EPL/W&H class action involving approximately 12,600 job seekers who alleged the trucking company lured them to enroll in its for-profit driving school with promises of employment once they completed the course. The applicants accused the company of compelling workers to buy job opportunities by loaning them tuition of about \$5,000 and then deducting the loan payments at high interest rates from their paychecks over a nine-month period of exclusive work. The suit also alleged that the company failed to provide proper meal and rest breaks. \$15 million of the settlement went towards debt forgiveness.</p>
32.	<p>\$17,776,000: Verdict</p> <p>The City of New York and the Fire Department of New York (FDNY)</p> <p>February 2020 Federal Court: NY</p>	<p>A jury found that a class of more than 2,600 emergency medical technicians, paramedics and fire safety inspectors were not paid for time spent working before and after their shifts, doing tasks like preparing their gear, checking in with supervisors, exchanging equipment after their shifts, and preparing certain reports. The workers also alleged they were not paid proper time-and-a-half overtime when they worked more than 40 hours a week.</p>

<p>33.</p>	<p>\$17,000,000: Settlement Humana, Inc. March 2021 Federal Court: CT</p>	<p>A putative class of home healthcare workers who provide services in the homes of elderly people and people with disabilities alleged the company failed to pay proper overtime wages in violation of the Fair Labor Standards Act and Connecticut's minimum wage law.</p>
<p>34.</p>	<p>\$16,800,000: Settlement Kellogg Co. March 2018 Federal Court: WA</p>	<p>A class of territory managers and retail store representatives filed suit alleging they were misclassified as overtime exempt and not properly compensated when they worked in excess of 40 hours per week.</p>
<p>35.</p>	<p>\$16,700,000: Settlement JPMorgan Chase & Co. November 2017 Federal Court: NY</p>	<p>Three putative class actions were consolidated into a class of roughly 5,400 assistant branch manager employees who alleged the bank misclassified them as overtime-exempt. This New York settlement is part of a \$25 million deal resolving three different cases.</p>
<p>36.</p>	<p>\$16,500,000: Settlement XPO Logistics June 2019 Federal Court: CA</p>	<p>A class of approximately 850 delivery drivers alleged they were misclassified as independent contractors, which denied them minimum and overtime wages.</p>
<p>37.</p>	<p>\$16,000,000: Settlement PNC Bank NA 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>38.</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>39.</p>	<p>\$15,250,000: Settlement</p> <p>Tesoro Refining and Marketing LLC (aka Andeavor, aka Marathon Petroleum Corporation)</p> <p>May 2019 Federal Court: CA</p>	<p>A proposed class action involving employees at the oil refinery who alleged the company did not give them proper rest breaks by requiring the operators working 12-hour shifts to continuously monitor their radios during rest breaks, to check tank and oil levels and equipment temperatures, and to deal with any potential problems involving hazardous substances.</p>
<p>40.</p>	<p>\$15,250,000: Settlement</p> <p>Caremark PHC, LLC</p> <p>May 2019 Federal Court: MO</p>	<p>A class of approximately 17,000 customer telephone service representatives at the CVS unit alleged that the call center failed to pay them proper wages for time spent starting up their computers and loading applications they needed to work before clocking in.</p>
<p>41.</p>	<p>\$15,000,000: Settlement</p> <p>Chipotle Mexican Grill, Inc.</p> <p>February 2021 Federal Court: NJ</p>	<p>A class of approximately 4,838 workers nationwide (except for workers from California, New York and Texas) settled their allegations against the restaurant chain that the managerial trainees were misclassified as overtime exempt.</p>
<p>42.</p>	<p>\$15,000,000: Settlement</p> <p>Walgreen Co.</p> <p>August 2019 State Court: CA</p>	<p>A class of cashiers alleged the pharmacy violated California's Private Attorneys General Act ("PAGA") by failing to provide seating during their shifts. The settlement includes an award for plaintiffs' counsel in the amount of \$5.2 million in fees and \$590,000 in costs.</p>
<p>43.</p>	<p>\$15,000,000: Settlement</p> <p>J.B. Hunt Transport Inc.</p> <p>October 2018 Federal Court: CA</p>	<p>A decertified class of about 11,000 California-based drivers alleged the company didn't pay them separately for "nonproductive" work, failed to provide California-compliant meal and rest breaks, and failed to provide California-compliant wage statements.</p>
<p>44.</p>	<p>\$15,000,000: Settlement</p> <p>Bank of America</p> <p>October 2016 State Court: CA</p>	<p>Bank of America agreed to settle two cases filed by current and former bank tellers who assert the bank's policy of requiring them to stand while working, even though there was "ample space" behind each counter to allow for a stool or a seat, violated the Private Attorneys General Act ("PAGA") and California's Wage Order. After \$5 million went to plaintiff's counsel, 75% of the settlement went to the State of California's Labor Workforce Development Agency, and the remaining 25% went to the employees.</p>

<p>45.</p>	<p>\$14,500,000: Settlement</p> <p>Michael Stapleton Associates Ltd. Aka MSA Security</p> <p>August 2019 Federal Court: NY</p>	<p>The security company is settling a series of suits filed in New York and Texas alleging that the company violated state and federal wage law by failing to pay security dog handlers overtime for hours spent training their dogs at home. \$3.6 million of the settlement was plaintiffs' attorneys' fees.</p>
<p>46.</p>	<p>\$14,100,000: Settlement</p> <p>Chipotle Mexican Grill, Inc.</p> <p>October 2021 Federal Court: NY</p>	<p>A class of more than 500 current and former management trainees alleged that the restaurant chain denied them overtime pay. \$6.1 million will be paid in attorneys' fees and costs.</p>
<p>47.</p>	<p>\$13,900,000: Settlement</p> <p>MCC International Saipan Ltd. Co., Beilida New Materials System Engineering Co. Ltd., Gold Mantis Construction Decoration Co. Ltd. and Sino Great Wall International Engineering Co. Ltd.</p> <p>March 2018 US DOL (US Commonwealth of Saipan)</p>	<p>The U.S. Department of Labor investigated the China-based companies that provided workers to help build the Saipan Casino and Hotel on Saipan island, a commonwealth of the United States. The DOL found the companies violated the Fair Labor Standards Act's minimum wage and overtime requirements and owed back pay and damages to about 2,400 Chinese workers. The investigation also revealed three of the companies employed workers who were brought to Saipan as tourists from China under a tourist visa waiver program, and so worked the casino job site without proper work visas. Additionally, the companies required the workers to pay their own airfare and recruitment fees before starting work.</p>
<p>48.</p>	<p>\$13,500,000: Settlement</p> <p>Amazon.com, Inc.</p> <p>April 2020 Federal Court: KY</p>	<p>A class of warehouse workers filed suit alleging Amazon and fulfillment center operator Golden State FC failed to pay them for time spent on security lines before and after work. The company argued that the employees had control over how long they would spend in these security lines by not bringing bags or personal items to work.</p> <p>Update: In July 2021, the settlement received final approval.</p>
<p>49.</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>50.</p>	<p>\$13,250,000: Settlement</p> <p>Flowers Foods, Inc. and Flowers Baking Co. of Oxford, Inc.</p> <p>April 2020 Federal Court: PA</p>	<p>A national collective and a group of individual state classes of drivers and Wonder Bread distributors in Maryland, New Jersey and Pennsylvania who deliver bread to stores alleged that the company classified them as independent contractors ineligible for overtime despite that the company exercised such a degree of control over the workers' day-to-day training, work and livelihood that they should be classified as employees.</p>
<p>51.</p>	<p>\$13,000,000: Settlement</p> <p>Wells Fargo</p> <p>December 2017 State Court: CA</p>	<p>A class of approximately 44,000 California employees alleged the bank failed to provide meal and rest breaks and failed to pay for hours worked work off-the-clock, including both overtime and straight-time pay.</p>
<p>52.</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>53.</p>	<p>\$12,500,000: Settlement</p> <p>CRST International, Inc. and CRST Expedited, Inc.</p> <p>December 2020 Federal Court: MA</p>	<p>A certified class and collective action on behalf of thousands of drivers who alleged the commercial trucking company and its long-haul trucking division improperly deducted money from their paychecks to cover the costs of a training program it had advertised as free.</p>
<p>54.</p>	<p>\$12,500,000: Settlement</p> <p>Assistcare Home Health Services LLC dba Preferred Home Care of New York</p> <p>June 2020 Federal Court: NY</p>	<p>A former aide and a class of 12,000 home health care workers alleged the company did not pay overtime at the correct rate, didn't pay for time spent travelling between homes, and didn't provide accurate wage statements.</p>
<p>55.</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>56.</p>	<p>\$12,000,000: Settlement Safeway Inc. October 2019 State Court: CA</p>	<p>A class of 30,182 cashiers alleged the grocery store chain violated California’s Private Attorneys General Act (“PAGA”) by failing to provide seating during their shifts and having a policy that required them to work standing.</p>
<p>57.</p>	<p>\$12,000,000: Settlement Kindred Healthcare Operating, Inc./Gentiva Certified Healthcare Corp. April 2018 Federal Court: CA</p>	<p>A proposed class of approximately 1,600 workers alleged the healthcare companies and their subsidiaries failed to properly pay wages and overtime and didn’t provide adequate wage statements or meal/rest breaks.</p>
<p>58.</p>	<p>\$12,000,000: Settlement Victoria’s Secret Stores LLC 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>59.</p>	<p>\$11,943,054: Citations RDV Construction, Inc. February 2019 California Labor Commission</p>	<p>A California subcontractor was cited by the California Labor Commission for shorting over 1000 employees on pay, sometimes making the employees wait weeks and even months without pay. When they did get paid, it was a fraction of what they were owed.</p>
<p>60.</p>	<p>\$11,200,000: Settlement Humana Insurance Co., et al. September 2021 Federal Court: WI</p>	<p>A class of 221 nurses who worked as clinical nurse advisors for the health insurance company alleged they were denied overtime due to the company misclassifying them as exempt employees. The nurses worked in the roles of clinical intake, clinical claims review, acute case managers, market clinical and senior products utilization management nurses.</p>
<p>61.</p>	<p>\$11,000,000: Settlement Doria/Memon Discount Stores March 2020 Federal Court: NY</p>	<p>A collective and class action brought by 133 workers who alleged the chain of discount stores in New York City failed to pay proper minimum wage or overtime wages. The employees alleged that they regularly worked more than 60 hours every week, often for less than \$5 per hour.</p>

<p>62.</p>	<p>\$11,000,000: Settlement Bank of America NA October 2018 Federal Court: CA</p>	<p>A class of 1,900 loan officers alleged the bank did not reimburse them for use of personal vehicles while commuting among Bank of America offices, facilities and branches.</p>
<p>63.</p>	<p>\$10,400,000: Settlement CVS Pharmacy, Inc. July 2021 Federal Court: CA</p>	<p>A class action involving more than 24,000 pharmacy employees alleging CVS failed to properly pay regular and overtime wages to them for completing company-mandated training modules, because their pay was based on how long CVS thought the training should take to complete, rather than how long it actually did take.</p>
<p>64.</p>	<p>\$10,200,000: Settlement Morgan Stanley Smith Barney May 2019 Federal Court: CA</p>	<p>A class of 2,800 financial and private wealth advisors alleged the company failed to reimburse them for business expenses such as business travel, client entertainment, phone and internet services and licensing fees.</p> <p>Update: In September 2019, the court approved the settlement.</p>
<p>65.</p>	<p>\$10,000,000: Settlement Express Services / Phillips & Associates / Western Wine Services, Inc. February 2019 Federal Court: CA</p>	<p>A class of forklift drivers alleges the staffing companies and the warehouses where they worked failed to pay proper meal periods and overtime, and didn't provide accurate wages statements. The agreement is awaiting court approval.</p> <p>Update: The settlement received final court approval In October 2020.</p>
<p>66.</p>	<p>\$9,980,000: Settlement CBS Broadcasting, Inc., CBS Television Studios, Eye Productions, Inc. and Possible Productions, Inc. August 2018 Federal Court: NY</p>	<p>A class of more than 100 production assistants hired to guard parking spaces assert the company and subsidiaries did not pay sufficient overtime hours for the work the employees did securing sets, lots, streets and various individuals on production sites throughout New York for TV shows.</p> <p>Update: On February 2019, a Manhattan federal judge gave final approval for the settlement.</p>

67.	<p>\$9,800,000: Settlement</p> <p>Aldi, Inc.</p> <p>April 2018 Federal Court: NY</p>	<p>A class of 388 store managers alleged violations of the Fair Labor Standards Act and 160-200 store managers alleged violation of New York labor laws settled with the grocery chain, who allegedly maintained its low prices by cutting labor costs, understaffing the stores, and telling the managers that their job security depended upon meeting a productivity figure that was calculated by dividing the store sales by the budget of hours, which resulted in the managers working more in place of the non-exempt employees.</p>
68.	<p>\$9,630,000: Settlement</p> <p>First Solar, Inc., CLP Resources, Inc. and TrueBlue, Inc.</p> <p>February 2020 Federal Court: CA</p>	<p>A class of 13,700 workers alleged the solar panel company and the staffing service failed to pay minimum wage and overtime compensation, failed to provide meal and rest breaks, and violated California's unfair competition law and labor code. \$50,000 of the settlement is a separate payment to California as Private Attorneys General Act ("PAGA") penalties. As part of the settlement, the staffing service PeopleReady (fka CLP Resources, Inc.) and its parent company TrueBlue agreed to upgrade their practices to inform workers of their rights and customers of their obligations, as well as to train managers on California's meal break, rest break and overtime laws.</p>
69.	<p>\$9,600,000: Settlement</p> <p>Abercrombie & Fitch Trading Co. and Abercrombie & Fitch Stores, Inc.</p> <p>July 2018 Federal Court: CA</p>	<p>A proposed class of an estimated 61,500 current and former non-exempt hourly employees who were scheduled for a call-in shift but not required to come in and work assert they qualified for so-called reporting pay, which is at least two hours each time they were required to report to work but not put to work when they did.</p>
70.	<p>\$9,500,000: Settlement</p> <p>John Muir Health</p> <p>November 2019 Federal Court: CA</p>	<p>A purported class of more than 6,500 employees alleged the health group reduced staff as a cost-cutting measure and as a result they were routinely required to work off-the-clock without regular or overtime pay performing tasks such as inputting patient notes and processing insurance claims, as well as work through their meal and rest breaks.</p>
71.	<p>\$9,500,000: Settlement</p> <p>Wells Fargo Advisors LLC</p> <p>April 2018 Federal Court: CA</p>	<p>A proposed class of 2,198 current and former financial advisors alleged the bank did not properly reimburse business expenses or pay commissions on time.</p>

<p>72.</p>	<p>\$9,500,000: Settlement</p> <p>St. Charles Health System, Inc.</p> <p>November 2017 Federal Court: OR</p>	<p>A class of 1,102 current and former nurses alleged the hospital forced them to study and take tests without pay as part of an allegedly unnecessary training program.</p>
<p>73.</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>74.</p>	<p>\$9,200,000: Settlement</p> <p>Roadrunner Intermodal Services LLC/Central Cal Transportation LLC/Morgan Southern Inc.</p> <p>April 2018 Federal Court: CA</p>	<p>A putative class of about 796 truck drivers alleged they were wrongfully classified as independent contractors and thus the companies failed to provide them with overtime wages, minimum wages, separation wages, business expenses, meal and rest breaks and proper wage documentation.</p>
<p>75.</p>	<p>\$9,000,000: Settlement</p> <p>Flowers Foods, Inc.</p> <p>February 2019 Federal Court: TN</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. The agreement settles the claims from 12 different misclassification suits filed across several states that were mediated together in Georgia in September 2018.</p> <p>The company had also agreed to another \$9 million settlement in North Carolina Federal Court in 2016, as well as a \$1.25 million settlement in Connecticut Federal Court in 2018, for similar misclassification allegations.</p>
<p>76.</p>	<p>\$9,000,000: Settlement</p> <p>Target Corp.</p> <p>July 2018 State and Federal Court: CA</p>	<p>Target Corp. agreed to settle several suits, one in CA state court and two in CA federal court, alleging the retailer violated the state's Private Attorneys General Act ("PAGA") and the California labor code by failing to provide 90,000 cashiers with seats during their shifts. 75% of the money that remains after administration costs will go to the state's Labor Workforce Development Agency, and the remaining 25% goes to the cashiers.</p>

<p>77.</p>	<p>\$9,000,000: Settlement Costco Wholesale Corp. 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>78.</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>Update: The company has also agreed to another \$9 million settlement in Tennessee Federal Court in 2019, as well as a \$1.25 million settlement in Connecticut Federal Court in 2018, all for similar misclassification allegations.</p>
<p>79.</p>	<p>\$8,950,000: Settlement Wells Fargo Bank NA February 2020 Federal Court: CA</p>	<p>A certified class of approximately 2,100 current and former consultants alleged the bank encouraged them to use the company's marketing tools, including individual Wells Fargo webpages and the company's FastMail program, but failed to reimburse them for the expense of using these products. The workers further allege that they received commission payments later than their contracts promised, and that they were not provided proper wage statements in violation of the California Labor Code.</p> <p>Update: In August 2020 the parties asked the California federal judge to approve an amendment to the settlement that would add \$1.9 million to the fund to account for additional expenses discovered by Wells Fargo during an audit that impacts 617 members of the settlement class.</p>
<p>80.</p>	<p>\$8,750,000: Settlement IQor Holdings US, Inc. October 2018 Federal Court: MN</p>	<p>A class of almost 17,000 call center agents alleged they were underpaid as a result of the timekeeping system the company used, which tracked a worker's hours based on when they log in to their computers at the start of their shifts, log out at the end of their shifts, as well as idle time when the computer wasn't in use for more than two minutes, even if they were away from their desk in the course of their duties.</p>

<p>81.</p>	<p>\$8,750,000: Settlement</p> <p>Postmates Inc.</p> <p>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>82.</p>	<p>\$8,700,000: Settlement</p> <p>Wal-Mart Stores, Inc.</p> <p>February 2020 Federal Court: NV</p>	<p>A nearly 10-year-old class action on behalf of approximately 4,300 workers who alleged that Walmart did not pay proper overtime wages when they worked more than eight hours per day. The workers also alleged they were owed waiting time penalties.</p>
<p>83.</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 investigated 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>84.</p>	<p>\$8,500,000: Settlement</p> <p>Red Robin International, Inc.</p> <p>June 2020 Federal Court: CA</p>	<p>A class of 16,790 employees at roughly 70 California restaurants alleged the company did not compensate the employees for off-the-clock time they spent laundering their uniforms, for breaks they were pressured to waive and work through, or for out-of-pocket expenses, such as pens and paper.</p>
<p>85.</p>	<p>\$8,500,000: Settlement</p> <p>Santa Barbara Hospitality Services, Inc. (Spearmint Rhino)</p> <p>February 2018 Federal Court: CA</p>	<p>A class of former exotic dancers alleged they were not paid overtime, minimum wage or provided with meal and rest breaks. They also alleged that their tips were misappropriated.</p> <p>Update: In December 2019, as part of a separate settlement with Spearmint Rhino, the dancers dropped their objections to this settlement.</p>

<p>86.</p>	<p>\$8,500,000: Settlement Rock-Tenn Co. (WestRock CP LLC) 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>87.</p>	<p>\$8,500,000: Settlement TJ Maxx of CA LLC 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>88.</p>	<p>\$8,400,000: Settlement Stanford University October 2017 State Court: CA</p>	<p>A putative class of 50,000 current and former clinical research workers at the University asserted allegations of misclassification as overtime-exempt, improper wage statements, and record keeping violations. The researcher who began the suit also asserted an EPL claim of wrongful termination in retaliation for reporting inconsistencies, mistakes and omissions in clinical trial records.</p>
<p>89.</p>	<p>\$8,310,316: Citation Camp Bootcamp, Inc. dba The Camp Transformation Center March 2018 California Labor Commission</p>	<p>An investigation by the California Labor Commission concluded with a citation that the weight loss and fitness chain was guilty of “wage theft” due to their practice of paying trainers separate paychecks for working at different locations to avoid having to pay overtime and travel between locations. Additionally, managers and other employees were not paid for time spent at mandatory staff meetings and receptionists were not provided rest or meal breaks. The “wage theft” involved 551 workers at 15 locations.</p>
<p>90.</p>	<p>\$8,300,000: Settlement Flowers Foods, Inc. and Franklin Baking Co, LLC December 2020 Federal Court: NC</p>	<p>A collective and putative class of 250 current and former bread distributors alleged the maker of Wonder Bread and its subsidiary misclassified them as independent contractors and denied them overtime wages and deductions. The settlement includes a buyback option, under which current distributors would be eligible to sell their territories back to Franklin. The settlement also provides for the creation of a distributor advocate to oversee dispute resolution, and a formalization of certain distributors’ rights.</p>

<p>91.</p>	<p>\$8,300,000: Settlement JPMorgan Chase & Co. January 2018 Federal Court: CA</p>	<p>A class of approximately 2,000 assistant bank managers alleged they were misclassified as overtime-exempt. The bankers asserted they were required to do work like tellers but denied overtime. This California settlement is part of a \$25 million deal resolving three different cases.</p>
<p>92.</p>	<p>\$8,250,000: Settlement Nike Retail Services, Inc. April 2021 Federal Court: CA</p>	<p>A class of over 16,000 workers alleged they were not paid for time spent waiting for end-of-shift bag search security checks.</p>
<p>93.</p>	<p>\$8,200,000: Settlement Amazon.com, Inc. and Jungle Trux March 2021 State Court: WA</p>	<p>A class of drivers employed by an intermediary third-party logistics company that contracts with Amazon alleged they were denied lunch and/or rest breaks in order to meet a quota of 150-200 package deliveries a day to Amazon customers, and not paid for those missed breaks. The drivers alleged they were required to report for work at 4 a.m. but not allowed to clock in until 90 minutes later. The suit alleged Amazon was a joint employer because the drivers wore Amazon uniforms, followed Amazon's rules for package delivery, and were supervised by Amazon employees.</p>
<p>94.</p>	<p>\$8,200,000: Settlement Safelite Fulfillment, Inc. May 2019 Federal Court: CA</p>	<p>A class of workers at the windshield replacement company alleged that the company's practice of paying them on a piece-rate basis didn't account for time spent cleaning tools, doing administrative work, or traveling to jobs, and resulted in not being paid a minimum wage for all the time they worked, or being properly credited for all overtime.</p>
<p>95.</p>	<p>\$8,000,000: Settlement T-Mobile USA, Inc. November 2019 Federal Court: CA</p>	<p>A class action filed by retail workers alleged the company failed to pay minimum and overtime wages, failed to provide compensation for off-the-clock work, and failed to provide proper meal and rest breaks. The \$8 million non-reversionary settlement fund covered \$2.4 million in attorneys' fees, up to \$70,000 of attorneys' costs, \$15,000 to the class representative and a \$300,000 Private Attorneys General Act payment.</p>
<p>96.</p>	<p>\$8,000,000: Settlement Allied Power Services LLC July 2019 Federal Court: IL</p>	<p>A class and collective action involving 1,175 employees who claimed that they were paid by the power plant services provider the same hourly rate for all hours worked, including hours over 40 per week, which should have been paid at time and a half.</p> <p>Update: In June 2020, Allied Power asked the judge to hold off on granting final approval of the settlement, citing financial concerns amid the coronavirus pandemic.</p>

<p>97.</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>98.</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>99.</p>	<p>\$7,950,000: Settlement</p> <p>Army and Air Force Exchange Service</p> <p>June 2020 Federal Court (U.S. Court of Federal Claims)</p>	<p>A collective action involving 184 truck drivers who alleged the company that sells consumer goods to uniformed service members and veterans underpaid them when they paid the drivers for each task completed, rather than per hour worked. As a result, the drivers were not properly paid for breaks they did not get to take, and their hours worked were not properly compensated.</p>
<p>100.</p>	<p>\$7,750,000: Settlement</p> <p>Smithfield Packaged Meats Corp.</p> <p>March 2021 Federal Court: IL</p>	<p>A class of more than 30,000 workers alleged the company should have calculated their overtime pay based on pandemic hazard bonuses the company handed out to the employees who worked in dangerous conditions during the Covid-19 pandemic, instead of basing the overtime pay on their regular base rates.</p>
<p>101.</p>	<p>\$7,700,000: Verdict</p> <p>Steak N Shake Operations, Inc.</p> <p>May 2019 Federal Court: MO</p>	<p>A certified class of almost 300 managers alleged the restaurant chain misclassified them as overtime exempt and was aware of “chronic and widespread understaffing,” which resulted in the managers performing many duties of nonexempt workers and working overtime without being paid proper overtime wages. The verdict was comprised of \$3 million, plus an additional \$4.695 in liquidated damages and attorneys’ fees.</p>
<p>102.</p>	<p>\$7,700,000: Settlement</p> <p>Southern Home Care Services, Inc.</p> <p>October 2018 Federal Court: GA</p>	<p>A class of more than 9,000 caregivers alleged the company failed to set an hourly pay rate for time they spent driving between clients when they saw multiple clients in a single day.</p>

<p>103.</p>	<p>\$7,700,000: Settlement</p> <p>Equilon Enterprises, LLC, et al.</p> <p>September 2018 Federal Court: CA</p>	<p>A putative class of plant operator workers at four California energy facilities, including pipeline terminals and refineries, owned by Shell Oil asserted the companies failed to provide duty-free rest breaks because they were required to keep their radios on and respond to calls during their breaks. The employees also alleged they were not provided with accurate wages statements.</p>
<p>104.</p>	<p>\$7,600,000: Settlement</p> <p>Sprint/United Management Company</p> <p>January 2021 Federal Court: CA</p>	<p>A settlement with proposed classes of 4,753 retail workers in Arizona, Colorado, New York, Ohio and Washington that resolved allegations of violation of the Fair Labor Standards Act and various states' wage and hour laws. The workers alleged the company routinely required the employees to perform off-the-clock work, such as unlocking the store, disengaging the alarm system, logging into the company's computer and timekeeping systems, and waiting for all employees to clock out and leave together while locking the doors and turning on the alarm systems. The employees further alleged they were required to work during their meal breaks submitting paperwork, attending conference calls and communicating over messaging applications.</p>
<p>105.</p>	<p>\$7,600,000: Settlement</p> <p>Flowers Foods, Inc.</p> <p>June 2020 Federal Court: VT</p>	<p>A class action brought by distributors who alleged the company misclassified them as independent contractors and thus denied them overtime pay. The suit also alleges the company unlawfully deducted the cost of truck repairs and warehouse fees from their pay. Flowers Foods has made settlements for similar allegations of misclassification wage suits with distributors and drivers in Maryland, New Jersey, Pennsylvania and North Carolina.</p>
<p>106.</p>	<p>\$7,500,000: Settlement</p> <p>IKEA U.S. Retail LLC</p> <p>June 2020 Federal Court: CA</p>	<p>A putative class action brought by approximately 6,400 current and former hourly, nonexempt employees alleged the company did not provide paid rest periods, did not pay all wages due on termination, failed to provide accurate wage statements, and unfair business practices.</p>
<p>107.</p>	<p>\$7,500,000: Settlement</p> <p>Cardinal Health, Inc. and Kinray, Inc.</p> <p>August 2019 Federal Court: NY</p>	<p>A class of 115 current and former delivery drivers alleged that the pharmaceutical wholesalers misclassified them as independent contractors to avoid paying overtime wages while they regularly worked 80-hour weeks. The drivers alleged they were employees in practice since they were required to adhere to the companies' schedules, follow the companies' assigned routes and meet certain specifications set by the companies. They also sought expense reimbursement for truck maintenance and fuel, and one employee claimed the companies retaliated against him for filing the lawsuit by terminating some of his contracts.</p>

108.	<p>\$7,500,000: Settlement</p> <p>O.C. Communications, Inc. / Comcast Corp.</p> <p>March 2019 Federal Court: CA</p>	<p>A class of approximately 4,500 technicians alleged they were not paid for overtime, “piecework” or proper minimum wage, were denied meal breaks or required to be on-call during the meal breaks, and were required to purchase their own tools without getting reimbursed.</p> <p>Update: In June 2019, the court approved the settlement.</p>
109.	<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>
110.	<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>
111.	<p>\$7,250,000: Settlement</p> <p>Swift Transportation Co.</p> <p>July 2019 Federal Court: CA</p>	<p>A class of approximately 11,000 drivers for the shipping company alleged they were not paid for time spent on non-driving tasks, such as waiting at a delivery stop or pumping gas, and were not provided with meal and rest breaks.</p>
112.	<p>\$7,100,000: Settlement</p> <p>Call-A-Head Corp. and Charles W. Howard</p> <p>February 2020 Federal Court: NY</p>	<p>A class of nearly 1,300 toilet technicians filed suit against the porta-potty company and its CEO alleging the company’s policies and practices deprived them of overtime pay. The suit alleged the workers had meal break time deducted from their pay even though they were not allowed to take meal breaks, and not paid for time they were required to spend after work being evaluated off the clock.</p>
113.	<p>\$7,000,000: Settlement</p> <p>Lumber Liquidators</p> <p>July 2021 Federal Court: NY</p>	<p>A class of more than 300 former and current store managers and trainees alleged that they were misclassified as exempt from overtime and did not receive meal and rest breaks, although they routinely performed non-managerial work.</p>

114.	<p>\$7,000,000: Settlement</p> <p>Big Lots Stores, Inc. and PNS Stores, Inc.</p> <p>December 2019 Federal Court: CA</p>	<p>A class of 31,500 current and former cashiers alleged the retailer kept workers locked in the stores for security bag checks after they clocked out. The cashiers also alleged the store failed to provide adequate meal breaks because the time record system reflected an automatic meal period payment whenever an employee failed to clock in, and that the store frequently kept employees working through their meal and rest breaks. The complaint was amended later to include an allegation of not providing suitable seating.</p>
115.	<p>\$7,000,000: Settlement</p> <p>Renzenberger Inc.</p> <p>November 2018 Federal Court: CA</p>	<p>A company that transports railroad crews has agreed to pay two suits: \$4.55 million will go to a certified class of 3,729 road and yard drivers that alleged the company failed to provide rest breaks and provided inaccurate wage statements; and \$2.45 million will go to a class of 3,325 drivers who alleged the company failed to pay all straight and overtime wages, failed to provide meal and rest breaks, and violated wage-statement provisions or pay all wages due at termination.</p> <p>Update: In June 2019 the judge held up court approval and required the parties to justify the terms.</p>
116.	<p>\$7,000,000: Settlement</p> <p>U.S. Bancorp</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 employees were forced to work more than five hours without meal breaks.</p>
117.	<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>
118.	<p>\$7,000,000: Settlement</p> <p>M-I LLC</p> <p>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>119.</p>	<p>\$6,800,000: Settlement</p> <p>Walgreen Co.</p> <p>March 2021 Federal Court: CA</p>	<p>A class of pharmacy workers alleged the company violated the Private Attorneys General Act (“PAGA”) and other labor laws by denying the employees meal and rest breaks without pay for the missed breaks.</p>
<p>120.</p>	<p>\$6,800,000: Settlement</p> <p>The Wine Group LLC</p> <p>October 2018 State Court: CA</p>	<p>A proposed class action alleging the company violated state labor statutes by failing to pay nonexempt workers overtime pay and minimum wages, provide meal and rest breaks, timely pay final wages and wages, provide accurate wage statements and payroll records, and reimburse business expenses. This amount includes \$2.275 million in attorneys’ fees and \$36,955 in costs.</p>
<p>121.</p>	<p>\$6,600,000: Settlement</p> <p>Bank of America Corp., Inc.</p> <p>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>122.</p>	<p>\$6,600,000: Settlement</p> <p>Deja Vu Gentleman’s Club</p> <p>June 2017 Federal Court: MI</p>	<p>The settlement resolved a group of suits by tens of thousands of exotic dancers alleging the gentleman’s club chain misclassified them 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>Update: In June 2019, a three-judge panel in the Sixth Circuit upheld the 2017 approval of the settlement over objections from four dancers who had appealed, saying the agreement was unfair. The agreement is approved for \$1 million in cash payouts to class members, \$4.5 million allotted for credits that the dancers will have to cash in at Deja Vu clubs, and \$1 million for attorneys’ fees.</p>
<p>123.</p>	<p>\$6,500,000: Settlement</p> <p>U.S. Bank National Association (“U.S. Bank NA”)</p> <p>August 2020 Federal Court: CA</p>	<p>A class of 840 mortgage loan officers alleged the bank did not pay proper minimum wage and overtime, or provide paid rest breaks. The suit also alleged the bank improperly paid out their commissions when they left the company. As part of the settlement, U.S. Bank agreed to change its policies and compensate mortgage loan officers for rest breaks, meetings, and training for which they were not paid before the suit.</p>

<p>124.</p>	<p>\$6,500,000: Settlement J.B. Hunt Transport Inc. July 2020 Federal Court: CA</p>	<p>A proposed class of 312 truck drivers alleged that the company misclassified them as independent contractors instead of employees, which required them to pay expenses such as gasoline and truck repairs without reimbursement.</p>
<p>125.</p>	<p>\$6,500,000: Settlement Frito-Lay Inc. May 2018 Federal Court: CA</p>	<p>A class of 255 long-haul truckers alleged the company did not provide proper wages and pay stubs, and that the company's formula for pay does not compensate drivers for all the work they perform or for state-mandated rest and meal breaks that they miss. The truckers also alleged that the company required them to be "on-call" to cover routes depending on demand, at which time they were under the company's control and could be subject to discipline or even termination for not being ready to pick up a shift, but they were not compensated for that time.</p>
<p>126.</p>	<p>\$6,500,000: Settlement P.F. Chang's China Bistro Inc. May 2018 Federal Court: CA</p>	<p>A class of approximately 17,000 current and former workers alleged the restaurant chain failed to provide meal and rest periods or set wage-related policies for overtime and minimum wage, as well as failing to pay split-shift premiums or issue timely pay to employees when discharging them from employment. The agreement resolves three separate lawsuits.</p>
<p>127.</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 number of hours.</p>
<p>128.</p>	<p>\$6,250,000: Plea Agreement AGL Industries August 2019 State Court: NY</p>	<p>The NY governor's office and New York department of labor alleged that the structural steel company underpaid nearly 500 welders and ironworkers on overtime and falsified records to cover their actions, which resulted in an underpayment of unemployment insurance.</p>
<p>129.</p>	<p>\$6,230,000: Settlement Permanente Medical Group Inc. 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>130.</p>	<p>\$6,200,000: Settlement</p> <p>City of San Diego, et al.</p> <p>July 2020 Federal Court: CA</p>	<p>A class of 2,500 police officers, lifeguards and other City employees, and 45 individual plaintiffs, alleged that the City miscalculated their overtime pay by not including payments made for unused flex benefit plan dollars or compensatory time off cash outs when calculating the regular rate of pay for overtime payments under the Fair Labor Standards Act.</p>
<p>131.</p>	<p>\$6,100,000: Verdict</p> <p>Wal-Mart Stores, Inc.</p> <p>April 2019 Federal Court: CA</p>	<p>A class of employees alleged that the company did not provide them with the proper amount of meal breaks and effectively discouraged them from taking breaks outside the building because they were required to go through an anti-theft checkpoint with metal detectors when they left the warehouse, after clocking out for their 30-minute lunch break.</p> <p>Update: In January 2020, Walmart’s appeal was denied, with the federal judge saying he saw no reason to upend the jury’s verdict.</p>
<p>132.</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>133.</p>	<p>\$6,000,000: Settlement</p> <p>CertifiedSafety, Inc.</p> <p>April 2020 Federal Court: CA</p>	<p>A collective and class action filed on behalf of current and former safety attendants and foremen alleged the company, which provides oil refineries with safety personnel, failed to pay them overtime and double-time wages or minimum wages for all the hours they worked. The employees alleged they were required to work before and after their shifts off-the-clock, and that they often had to work 12-hour days for weeklong periods. The workers also alleged they were not paid for mandatory training before job assignments, or paid for the time it took to travel to the training locations. The suit also alleges the employees were often denied the opportunity to take meal or rest breaks, and they were not reimbursed for tools they bought that they needed to do the work.</p>
<p>134.</p>	<p>\$6,000,000: Settlement</p> <p>CoreLogic</p> <p>April 2020 Federal Court: CA</p>	<p>A class of 524 appraisers at the real estate data company alleged that the company gave them detailed production orders to turn around time-intensive appraisals that resulted in workloads requiring them to work more than 40 hours per week and miss break times. The settlement includes \$2 million in attorneys’ fees and \$150,000 in litigation costs.</p>

<p>135.</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>136.</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>137.</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>138.</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>139.</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>140.</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>141.</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>142.</p>	<p>\$5,750,000: Settlement</p> <p>Schneider National Carriers, Inc.</p> <p>October 2018 Federal Court: WA</p>	<p>A class of over 1,200 truck drivers alleged the company unlawfully deducted costs and fees from the wages of class members who were paid on a company-sponsored payroll card and failed to compensate them for rest break periods, per diem deductions, overtime wages, and money spent on required safety equipment.</p>
<p>143.</p>	<p>\$5,700,000: Settlement</p> <p>Cognizant Technology Solutions U.S. Corporation</p> <p>June 2020 Federal Court: CA</p>	<p>A class of employees alleged the company, which performs quality assurance testing services, underpaid overtime by failing to include certain amounts when calculating the regular rate of pay, including bonuses.</p>
<p>144.</p>	<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>
<p>145.</p>	<p>\$5,600,000: Settlement</p> <p>Louis Berger Group, Inc. / Louis Berger U.S. Inc.</p> <p>February 2019 U.S. Department of Labor (PR)</p>	<p>A class of nearly 1,000 employees working to restore electricity to Puerto Rico during the aftermath of hurricanes Irma and Maria alleged they were improperly paid by the company and nine subcontractors. The U.S. Department of Labor launched an investigation that alleged the employees were misclassified as independent contractors, were not paid required fringe benefits, and denied overtime pay. The alleged misconduct took place during a nearly \$95 million contract the U.S. Army Corps of Engineers had awarded to Louis Berger to provide temporary power activities during the hurricane recovery periods.</p>
<p>146.</p>	<p>\$5,600,000: Settlement</p> <p>Staffmark Holdings, Inc., CEVA Logistics U.S., CBS Personnel Services, LLC</p> <p>November 2017 Federal Court: CA</p>	<p>A collective action brought by 4,400 logistics workers for the staffing company who alleged they were not paid for meal periods, overtime, or paid minimum wages.</p>

<p>147.</p>	<p>\$5,500,000: Settlement XPO Last Mile, Inc. August 2019 Federal Court: CA</p>	<p>A class of 1,981 current and former drivers and 1.791 helpers alleged that the company failed to provide proper wages, meal and rest breaks.</p>
<p>148.</p>	<p>\$5,500,000: Settlement Allstate Corp. May 2018 State Court: CA</p>	<p>A class action suit stemming from the company switching its auto field insurance adjusters from salaried to hourly employees, which they allege resulted in a class of 2,376 workers being given inaccurate wage statements and 280 workers required to work off the clock without overtime pay.</p>
<p>149.</p>	<p>\$5,500,000: Settlement Phillips 66 Company November 2017 Federal Court: CA</p>	<p>A putative class action lawsuit filed against the energy company alleging the oil refinery employees were not provided with adequate rest breaks because they were required to take “on-call” rest breaks and leave their radios on during their 12-hour shifts, resulting in unpaid overtime and inaccurate payroll records.</p>
<p>150.</p>	<p>\$5,500,000: Settlement Rite Aid Corp. 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>
<p>151.</p>	<p>\$5,500,000: Settlement Google Inc. 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>
<p>152.</p>	<p>\$5,450,000: Settlement Centerplate of Delaware, Inc. January 2019 Federal Court: CA</p>	<p>A class of thousands of employees at sports concessions vendors alleged they were not paid for off-the-clock work, not provided with adequate meal and rest periods, not reimbursed for expenses, not given vacation and sick pay, and not provided with compliant wage statements.</p>

<p>153.</p>	<p>\$5,400,000: Settlement Farmers Insurance Exchange August 2020 Federal Court: CA</p>	<p>A class of approximately 80 former fraud investigators for the insurance company alleged the company misclassified them as exempt from overtime and denied them meal breaks. \$1.7 million of this settlement amount will go toward attorneys' fees and expenses.</p>
<p>154.</p>	<p>\$5,400,000: Settlement Metropolitan Transportation Authority and Triborough Bridge and Tunnel Authority May 2020 Federal Court: NY</p>	<p>A class of 164 sergeants and lieutenants alleged the companies that operate some of New York City's major toll bridges and tunnels violated the Fair Labor Standards Act by requiring them to do work before and after their shifts without pay, using a "time-shaving policy" that rounded their clock-in and clock-out times to reflect when their shifts were due to start and stop, rather than when the officers actually clocked in and out. The officers alleged that the overtime rates were miscalculated because certain things like bonuses were not included in their regular pay rate, and when they did get overtime pay, it was late.</p>
<p>155.</p>	<p>\$5,400,000: Settlement ABM Industries, Inc. January 2019 Federal Court: CA</p>	<p>A class suit filed by cleaning employees at a facility management company who alleged the company violated the California Labor Code by making them use their personal cellphones for work without reimbursing them. Update: The settlement was court approved in September 2019.</p>
<p>156.</p>	<p>\$5,300,000: Settlement Taylor Farms Pacific, Inc. November 2020 Federal Court: CA</p>	<p>A class of 4,000 current and former farm workers alleged they were not paid for time spent donning and doffing equipment or missed meal breaks, were provided with inaccurate wage statements, and not paid promptly after leaving the company.</p>
<p>157.</p>	<p>\$5,161,861: Citation Kome Japanese Seafood & Buffet June 2018 CA Labor Commissioner</p>	<p>This six-restaurant chain was ordered to compensate workers for wage theft violation, including unpaid wages, premiums, liquidated damages and itemized wage statement violations following a California Labor Commissioner's citation.</p>
<p>158.</p>	<p>\$5,100,000: Settlement Aaron's Inc. April 2020 Federal Court: CA</p>	<p>A class of 1,407 sales managers alleged that the rent-to-own retailer failed to include bonuses and commission when calculating the regular pay rate in order to calculate overtime. The workers also alleged that they were not paid unused vested vacation wages upon termination and unreimbursed for the expense of uniforms. The settlement included \$1.7 million in attorneys' fees and up to \$50,000 in costs.</p>

<p>159.</p>	<p>\$5,000,000: Settlement</p> <p>E.I. Du Pont De Nemours and Company, et al. and Adecco USA, Inc.</p> <p>April 2020 Federal Court: PA</p>	<p>A class of about 500 workers alleged that DuPont Co., which manufactures X-ray screens, coated films and wet-processing solutions, and a staffing firm, violated the Fair Labor Standards Act by requiring employees to report to their areas up to 15 minutes before they clocked in for their 12-hour shifts to provide "shift relief." The employees also alleged they were not paid for time spent putting on and taking off uniforms and safety equipment.</p>
<p>160.</p>	<p>\$5,000,000: Settlement</p> <p>Recreational Equipment, Inc.</p> <p>February 2020 Federal Court: CA</p>	<p>A class of approximately 7,000 non-exempt employees alleged that the outdoor clothing and gear retailer did not pay them for time spent undergoing security checks before their meal breaks and at the end of their shifts.</p>
<p>161.</p>	<p>\$5,000,000: Settlement</p> <p>MXD Group, Inc., Ryder System, Inc., et al.</p> <p>July 2020 Federal Court: CA</p>	<p>A purported class of individuals who provided transportation services for Ryder, including delivering furniture, appliances and other retail items in California, alleged they were misclassified as independent contractors to avoid being paid wages and job-related expenses.</p>
<p>162.</p>	<p>\$5,000,000: Settlement</p> <p>American Bank and Trust Company</p> <p>October 2019 Federal Court: IL</p>	<p>A class of 93 loan officers alleged that the bank refused to pay them minimum wages for all hours worked, denied them overtime, and failed to pay parts of their commissions.</p>
<p>163.</p>	<p>\$5,000,000: Settlement</p> <p>Gerawan Farming, Inc.</p> <p>August 2019 Federal Court: CA</p>	<p>A class of 6,417 seasonal fruit pickers alleged that the fruit grower violated the Migrant and Seasonal Agricultural Worker Protection Act and state labor laws by paying the workers on a piece-rate basis, meaning they were paid based on production and not given a set wage but not supplementing their pay when their weekly earning dipped below the minimum wage, or paying them overtime when they worked through rest breaks or more than 40 hours per week.</p>

<p>164.</p>	<p>\$5,000,000: Settlement</p> <p>Air Methods Corp.</p> <p>July 2019 Federal Court: KY</p>	<p>A proposed class action of 151 nurses and paramedics alleged that the air medical helicopter company failed to pay proper overtime. The employees claimed they were required to be on-call 24/7, and the company imposed “sleep time” deductions. The employees also alleged that they were not paid for time spent in mandatory training, attending public relations events, and other activities. Up to \$900,000 of the settlement was allocated for attorneys’ fees.</p>
<p>165.</p>	<p>\$5,000,000: Verdict</p> <p>Wyndham Vacation Resorts, Inc.</p> <p>February 2018 Federal Court: TN</p>	<p>A class of 156 workers alleged the company violated the FLSA by prohibiting the sales force at its Tennessee locations from recording their overtime and instructing managers to edit their time cards to not show more than 40 hours per week. The court awarded them \$2.5 million in overtime pay and \$2.5 million in liquidated damages.</p> <p>Update: In August 2018, the court told Wyndham that a \$5 million bond would not be enough to protect the workers’ interests while it appealed the case.</p> <p>Further Update: In April 2019, a three-judge panel ruled that the company would not have to pay more than \$5 million because some of the workers originally included in the collective action were not similarly situated after all.</p>
<p>166.</p>	<p>\$5,000,000: Settlement</p> <p>Intel Corp.</p> <p>June 2018 State Court: CA</p>	<p>A class of 3,022 current and former administrative, clerical, janitorial and logistical support employees filed suit alleging the company only paid them for the first eight hours of work no matter how many hours they actually had to work.</p> <p>Update: Settlement approved in October 2018.</p>
<p>167.</p>	<p>\$5,000,000: Settlement</p> <p>Pepsi-Cola Sales and Distribution, Inc. and New Bern Transport Corp.</p> <p>June 2018 Federal Court: CA</p>	<p>A proposed class of approximately 1,800 truck drivers alleged the subsidiary companies of PepsiCo required drivers to monitor their trucks and have their phones on them while having lunch and rest breaks, which resulted in their working during meal and rest breaks, for which they were not paid.</p>

<p>168.</p>	<p>\$5,000,000: Settlement</p> <p>A.C.E. Restaurant Group, Inc.</p> <p>April 2018 Federal Court: NJ</p>	<p>A lawsuit filed by the US. Department of Labor alleged the operator of 17 Houlihan’s restaurants in New Jersey and New York failed to pay the employees minimum wage due to the company’s tip-pooling method which requires servers and bartenders to contribute a percentage of tips to a tip pool, but uses the tips to pay employees for custodial tasks and kitchen work, in addition to keeping a portion of the tips. The company also allegedly had employees work off-duty, earn only tips, denied overtime to employees and docked pay for meal breaks.</p>
<p>169.</p>	<p>\$5,000,000: Settlement</p> <p>Oakhurst Dairy and Dairy Farmers of America, Inc.</p> <p>February 2018 Federal Court: ME</p>	<p>A class of 127 delivery drivers at a Maine dairy company alleged they were misclassified as overtime-exempt due to a missing Oxford comma in the law, which states overtime doesn’t apply to people involved in food “canning, processing, preserving, freezing, drying, marketing, storing, packing for shipment or distribution.” The drivers read the law as “packing for shipment or distribution” and said they were not involved in packing. The dairy read the law as “packing for shipment or [involved in] distribution, which truckers would be.</p>
<p>170.</p>	<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>
<p>171.</p>	<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>
<p>172.</p>	<p>\$5,000,000: Settlement</p> <p>SBSC Management LLC (the Roe, et al. matter)</p> <p>April 2017 State Court: CA</p>	<p>A putative class of 4,691 exotic dancers at 11 San Francisco nightclubs alleges they were misclassified as independent contractors.</p> <p>Update: In September 2017, the dancers asked a federal judge not to approve the settlement, calling it a “pittance.”</p> <p>Further Update: In December 2019, an appellate court vacated the \$2 million portion of the settlement that was to go to the dancers on account of problems with the attorneys’ fee arrangements and “subtle signs of collusion” and inadequate class notice.</p>

<p>173.</p>	<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>
<p>174.</p>	<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>
<p>175.</p>	<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>
<p>176.</p>	<p>\$4,968,268: Citation</p> <p>Rangoon Ruby Investment LLC and Burma Ruby Investment LLC</p> <p>June 2018 CA Labor Commissioner</p>	<p>A class of 298 immigrant workers at the restaurant chain was owed unpaid wages, premiums, liquidated damages and itemized wage statement violations following a California Labor Commissioner's citation.</p> <p>Update: After appealing the penalties, in January 2019 the restaurant chain agreed to pay \$4 million in back wages and penalties.</p>
<p>177.</p>	<p>\$4,900,000: Settlement</p> <p>Tyco Electronics Corp.</p> <p>June 2019 Federal Court: CA</p>	<p>A class of 1,300 current and former workers alleged that the company failed to provide written meal and rest breaks to nonexempt workers, denied them opportunities to take those breaks and implementing a policy in which 30-minute breaks were automatically deducted from their paychecks, regardless of whether or not the breaks were taken.</p>
<p>178.</p>	<p>\$4,900,000: Settlement</p> <p>Optimum Healthcare IT LLC</p> <p>September 2018 Federal Court: PA</p>	<p>A class of 1,440 workers who trained doctors and nurses to use new electronic records systems alleged they were misclassified as independent contractors and paid a flat hourly rate instead of time and a half for overtime hours worked.</p>

179.	<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>
180.	<p>\$4,800,000: Settlement</p> <p>Baxalta US Inc./Shire PLC/Takeda Pharmaceuticals, et al.</p> <p>October 2019 State Court: CA</p>	<p>The class action began with a PAGA suit by a manufacturing technician who alleged the biopharma maker failed to pay overtime, failed to pay minimum wage and failed to provide meal breaks, and another that alleged Baxalta did not provide accurate wage statements. \$1.6 million of the settlement will pay attorney fees, and \$112,500 will be paid under PAGA to the Labor and Workforce Development Agency.</p>
181.	<p>\$4,750,000: Settlement</p> <p>Lumber Liquidators</p> <p>January 2020 State Court: CA</p>	<p>A class of more than 100 store managers and trainees alleged that they were misclassified them as exempt from overtime and did not receive meal and rest breaks, although they routinely performed non-managerial work. \$1.6 million of the settlement was attorneys' fees and costs.</p>
182.	<p>\$4,750,000: Settlement</p> <p>TFI International, Inc.</p> <p>October 2018 Federal Court: CA</p>	<p>A class of 367 delivery drivers alleged that the logistics company misclassified them as independent contractors, although they were treated like full-fledged employees, and not eligible for overtime pay. The workers shared \$1.85 million in damages, and the workers' attorneys got \$2.9 million in fees.</p>
183.	<p>\$4,700,000: Settlement</p> <p>Thermo Fisher Scientific, Inc.</p> <p>February 2019 Federal Court: CA</p>	<p>A class of approximately 3,500 workers at the biotechnology company alleged they were not paid for all hours worked, not paid overtime, and not given meal and rest breaks.</p>
184.	<p>\$4,690,000: Settlement</p> <p>NaviHealth, Inc.</p> <p>May 2020 Federal Court: PA</p>	<p>A class of approximately 1,200 former nurse employees at the health care manager alleged they were misclassified as exempt from overtime pay.</p>

185.	<p>\$4,650,000: Settlement</p> <p>Battelle Memorial Institute</p> <p>January 2021 Federal Court: CO</p>	<p>A class and collective action alleging the research and development services company failed to pay hundreds of employees at a U.S. military chemical facility in Colorado for work performed during meal breaks. The employees alleged that the requirement to carry personal protective equipment during meal breaks meant they were on-call, and therefore not uninterrupted and duty-free.</p>
186.	<p>\$4,600,000: Settlement</p> <p>Covelli Enterprises, Inc.</p> <p>July 2019 Federal Court: OH</p>	<p>A collective and class action alleging that the operator of hundreds of Panera Bread restaurants misclassified assistant managers as executives and did not pay them proper overtime. 614 assistant managers alleged their work tasks involved manual labor and customer service rather than the administrative tasks associated with executives.</p>
187.	<p>\$4,600,000: (agency Citation)</p> <p>The Cheesecake Factory Inc.; Americlean Janitorial Services; and Magic Touch Commercial Cleaning</p> <p>June 2018 California Labor Commission</p>	<p>The Cheesecake Factory was assessed liability for overtime violations relating to employees of the subcontractor of the contractor it uses for janitorial services at eight of its restaurants. The janitorial contractor (Americlean) and subcontractor (Magic Touch) were also held liable for the wage violations. Even though the workers were not employees of the Cheesecake Factory, the Commission was making a point that owners of premises cannot contract away wage responsibility to the workers who end up working at their properties.</p>
188.	<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>
189.	<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>190.</p>	<p>\$4,594,723: Verdict</p> <p>3001 Castor, Inc. dba The Penthouse Club Philadelphia</p> <p>March 2018 Federal Court: PA</p>	<p>A collective action involving a class of 22 dancers at the exotic dance club alleged they were misclassified as independent contractors, although they were required to work a set number of hours and days per week, as well as being required to follow the club's guidelines for their physical appearance. The dancers further alleged they were required to pay "house fees" for each shift worked, not given minimum wages for each hour worked, and required to hand over a portion of their tips for services including "lap dances" and "sky box" private dances.</p> <p>Update: In August 2019 an appeals court upheld the verdict.</p>
<p>191.</p>	<p>\$4,550,000: Settlement</p> <p>BMC West LLC</p> <p>April 2018 Federal Court: CA</p>	<p>A class of current and former employees at the building materials maker and construction services provider alleged the company only paid workers for their scheduled work hours, which resulted in failing to pay minimum, regular and overtime wages, and failing to provide legally compliant rest and meal breaks. The employees also alleged the company gave inaccurate statements during pay periods, and did not fully pay wages for ex-employees when they left the company.</p>
<p>192.</p>	<p>\$4,500,000: Settlement</p> <p>Walgreen Co.</p> <p>November 2020 Federal Court: CA</p>	<p>A class of about 2,600 hourly stock workers alleged the pharmacy chain shorted their pay by rounding down employees' hours on their timecards, requiring employees to pass through security checks before and after their shift without paying them for that time, and didn't pay premium wages to workers who were denied meal breaks.</p>
<p>193.</p>	<p>\$4,500,000: Settlement</p> <p>Act Fast Delivery of West Virginia, Inc. and Omnicare, Inc.</p> <p>August 2020 Federal Court: WV</p>	<p>A class of 226 drivers who worked for a company that made deliveries to nursing homes for CVS Health Corp. subsidiary Omnicare alleged that the companies jointly employed them and misclassified them as independent contractors.</p>
<p>194.</p>	<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>

<p>195.</p>	<p>\$4,400,000: Settlement</p> <p>ExxonMobil Oil Corp., ExxonMobil Pipeline Co., PBF Energy Ltd. And Torrance Refining Co. LLC</p> <p>March 2020 Federal Court: CA</p>	<p>A class of refinery workers alleged the companies did not allow the employees to take off-duty breaks on their 12-hour shifts, requiring them to be alert and reachable during the entire shift, therefore not providing them with total off-duty rest breaks nor paid for the extra time spent working. The workers also alleged the companies don't keep accurate payroll records.</p>
<p>196.</p>	<p>\$4,400,000: Settlement</p> <p>The Neiman Marcus Group, Inc.</p> <p>January 2019 Federal Court: CA</p>	<p>A class of nearly 2,400 employees at the department store chain alleged they were not paid for all time worked and the company did not keep proper wage-related records. They further assert the company illegally deducted money from their wages, did not pay proper overtime, didn't give them adequate rest breaks and didn't compensate them for necessary expenses.</p>
<p>197.</p>	<p>\$4,300,000: Settlement</p> <p>NBCUniversal Media LLC</p> <p>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>198.</p>	<p>\$4,250,000: Settlement</p> <p>AmeriHealth Caritas Services, LLC</p> <p>April 2020 Federal Court: PA</p>	<p>A class of 374 clinical care reviewers alleged that the company inaccurately classified them as exempt from overtime because their jobs consisted of nonexempt work, including reviewing medical authorization requests from health care providers.</p>
<p>199.</p>	<p>\$4,250,000: Settlement</p> <p>Universal Medical Center of Southern Nevada</p> <p>May 2019 Federal Court: NV</p>	<p>A collective class action by 600 former and current respiratory therapists alleged the hospital's policy of automatically deducting pay for 30-minute meal breaks whether or not they were actually taken violated the Fair Labor Standards Act. The Hospital was also accused of failing to maintain proper time records to reflect whether or not the employees took their meal breaks or worked through them. \$1.2 million of this settlement was attorneys' fees.</p>
<p>200.</p>	<p>\$4,250,000: Settlement</p> <p>Delta Air Lines Inc.</p> <p>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>201.</p>	<p>\$4,200,000: Settlement</p> <p>Wisconsin Electric Power Co. (We Energies)</p> <p>November 2018 Federal Court: WI</p>	<p>A proposed class of 800 plant electrician hourly employees alleged they were owed wages for the company's mandatory pre-shift changeover/turnover meetings involving the company's safety and operations, which were attended off the clock.</p>
<p>202.</p>	<p>\$4,200,000: Judgment</p> <p>Southwest Fuel Management, Inc./Brea Car Wash & Detail Center</p> <p>July 2018 Federal Court: CA</p>	<p>The U.S. Department of Labor filed suit on behalf of hundreds of workers at the Orange County, California-based car wash who were required to clock out when business was slow and wait on-site, unpaid, until it got busy again.</p>
<p>203.</p>	<p>\$4,200,000: Settlement</p> <p>ITW Food Equipment Group</p> <p>March 2018 Federal Court: CA</p>	<p>A class of 200 service technicians at the food equipment service provider alleged the company didn't fully pay technicians for transporting tools to and from their homes for the first and last customer of the day when they deducted "normal commute time" at the beginning and end of the workday.</p>
<p>204.</p>	<p>\$4,200,000: Settlement</p> <p>Goodwill Retail Services and Goodwill Retail Industries</p> <p>March 2015 State Court: CA</p>	<p>Five related class actions on behalf of 10,588 hourly who alleged the company misclassified them as exempt from overtime. The suits also alleged the company paid inaccurate overtime and double-time by failing to include non-discretionary bonus payments in the calculation.</p> <p>Update: In August 2020 objectors to the settlement lost their appeal.</p>
<p>205.</p>	<p>\$4,100,000: Settlement</p> <p>FDM Group, Inc.</p> <p>August 2020 State Court: NY</p>	<p>A proposed collective action by consultants who alleged the UK-based information technology company misclassified them as exempt from overtime pay.</p>
<p>206.</p>	<p>\$4,000,000: Settlement</p> <p>Vox Media, Inc.</p> <p>August 2020 Federal Court: DC</p>	<p>The settlement resolved claims made by three classes of workers in Washington DC, California and New Jersey that the digital media company misclassified them as independent contractors to avoid paying overtime and minimum wages. The employees, were sports bloggers and staff at the company's SB Nation website.</p> <p>Update: The settlement was given final approval In January 2021.</p>

<p>207.</p>	<p>\$4,000,000: Settlement</p> <p>Mazzone Hospitality</p> <p>March 2020 Federal Court: NY</p>	<p>A class of 2,703 service workers alleged that the catering company failed to pay them tips from wine sales, kept other tips labeled as catering and service fees, and deducted payments from their checks as meals whether or not the employees actually ate. The workers also alleged that the company did not give the employees copies of their employment documents. \$4 million is the maximum the class would get; the minimum the company will pay is \$2.7 million, which includes attorneys' fees in the amount of \$1.3 million.</p>
<p>208.</p>	<p>\$4,000,000: Settlement</p> <p>Sprint/United Management Company</p> <p>June 2019 Federal Court: CA</p>	<p>A certified class of retail workers alleged that the company unlawfully deducted wages from their paychecks with a policy wherein each store would earn a score every month based on customer satisfaction surveys. If a store failed to meet a target score for the month, Sprint would allegedly deduct 10% of the commissions of all retail employees, even though some survey results were out of the employees' control, like complaints having to do with poor cellphone reception.</p>
<p>209.</p>	<p>\$4,000,000: Settlement</p> <p>Home Health Care Services of New York, Inc. dba HCS Healthcare</p> <p>November 2018 Federal Court: NY</p>	<p>A group of home health aides alleged they were not paid proper minimum wage or overtime wages. They said that when they worked a 24-hour shift, they did not get breaks to eat and didn't get to sleep for five hours uninterrupted. Additionally, they alleged they were not paid time-and-a-half for overtime when they worked more than 40 hours per week. Further, some aides had multiple clients to see during one shift, and were not paid for costs incurred while travelling between clients.</p>
<p>210.</p>	<p>\$4,000,000: Settlement</p> <p>Bravo Brio Restaurant Group, Inc.</p> <p>December 2017 Federal Court: MO</p>	<p>A class of 8,671 current and former servers at restaurant chains Bravo Cucina Italiana, Bravo Tuscan Grille and Bon Vie Bistro alleged they were not paid proper minimum wages or overtime compensation.</p>
<p>211.</p>	<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>

<p>212.</p>	<p>\$4,000,000: Settlement</p> <p>Army and Air Force Exchange Service</p> <p>April 2017 Federal Court (U.S. Court of Federal Claims)</p>	<p>A class of approximately 7,000 current and former employees alleged that the company, which sells consumer goods to uniformed service members and veterans, shorted their pay by not applying the full pay differential they were entitled to under government pay rules for nighttime work. This pay rate rule, known as “shift differential” provides employees who work second shifts 7.5 percent additional premium pay, and third shifts 10 percent additional premium pay. The suit alleged a government contractor payroll error resulted in inaccurate paychecks at the Ellsworth Air Force Base in South Dakota.</p>
<p>213.</p>	<p>\$3,900,000: Settlement</p> <p>Ashland Global Holdings, Inc.</p> <p>September 2020 Federal Court: OH</p>	<p>A class of hundreds of plant workers alleged the chemical company required them to wear company-issued safety uniforms, hairnets, hard hats, earplugs, safety glasses, gloves, beard nets and steel-toed boots before they were allowed to enter the facility but did not pay them for this pre-shift process nor post-shift time spent stripping down and showering after they clocked out. The class also asserted that they were not paid proper overtime wages on shifts where they were paid at higher rates of pay and worked overtime.</p>
<p>214.</p>	<p>\$3,900,000: Settlement</p> <p>Sleepy’s LLC</p> <p>July 2019 Federal Court: MA</p>	<p>A class action by 443 salespeople who work at the stores and paid on commission or advances on commission alleged that they were entitled to overtime pay. The court had ruled that even if the employees make the equivalent of overtime wages from their commission pay alone in a given week, they must also be paid 1½ times the minimum wage for every hour they worked over 40 per week or on Sundays.</p>
<p>215.</p>	<p>\$3,900,000: Settlement</p> <p>Golden Corral Corp.</p> <p>May 2018 Federal Court: OH</p>	<p>A class of workers at the restaurant chain alleged the company wrongly paid assistant manager workers a lump sum of money for each week spent in training instead of overtime pay, even though the trainees often had to work more than 40 hours per week.</p>
<p>216.</p>	<p>\$3,825,000: Settlement</p> <p>Western Express Inc.</p> <p>January 2019 Federal Court: TN</p>	<p>A collective and class action complaint on behalf of 4,230 drivers at the trucking company alleged it violated the Fair Labor Standards Act by denying the drivers pay for time spent on orientation and training. The company also paid the drivers based on the number of miles they drove, which sometimes resulted in pay below minimum wage.</p>

<p>217.</p>	<p>\$3,800,000: Settlement H&M Hennes & Mauritz, L.P. March 2020 Federal Court: CA</p>	<p>A proposed class action on behalf of 13,500 workers alleged that the retailer did not pay the employees for time spent undergoing security checks after their shifts and improperly issued their final pay checks through pay cards. \$1.27 million of the settlement went towards plaintiffs' attorneys' fees and costs.</p>
<p>218.</p>	<p>\$3,800,000: Settlement Dominion Energy, Inc.; Strategic Contract Resources LLC; and Virginia Electric and Power Company August 2019 Federal Court: VA</p>	<p>A class of approximately 368 workers alleged that the companies violated the Fair Labor Standards Act by paying straight wages for hours worked over 40 per week instead of paying time and a half wages.</p>
<p>219.</p>	<p>\$3,800,000: Verdict UniTek Inc. 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>
<p>220.</p>	<p>\$3,800,000: Settlement Disney Vacation Club Management Corp. and Walt Disney Parks and Resorts U.S. Inc. 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>
<p>221.</p>	<p>\$3,750,000: Settlement TNG GP September 2020 Federal Court: CA</p>	<p>A class of more than 4,300 workers who set up promotional displays and restocked products such as greeting cards, books and candy at California retailers such as Best Buy, CVS, Target and Wal-Mart alleged the company violated California labor laws by requiring them to clock out while they were driving between stores and requiring them to complete other work assignments outside their shifts.</p>

<p>222.</p>	<p>\$3,750,000: Settlement JPMorgan Chase & Co. November 2019 Federal Court: TX</p>	<p>A class of nearly 6,880 call center workers alleged the bank required them to perform duties while off the clock, amounting to approximately \$10 a week in overtime pay.</p>
<p>223.</p>	<p>\$3,750,000: Settlement Vectrus Systems Corp. (formerly known as ITT Systems Corp.) October 2018 Federal Court: WA</p>	<p>A class action by over 1,100 civilian support workers at Army bases in Kuwait alleged the company didn't pay proper wages and overtime as outlined in their employment agreements. The employees held positions such as bus drivers, technicians and mechanics and assert the company did not provide one-hour breaks after five consecutive work hours as required by the labor laws of Kuwait and failed to provide housing and meals at no cost, as required by their agreements.</p>
<p>224.</p>	<p>\$3,750,000: Settlement Kellogg Brown & Root, LLC 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>
<p>225.</p>	<p>\$3,750,000: Settlement McDonald's Corp. 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>
<p>226.</p>	<p>\$3,700,000: Settlement Jani-King of Philadelphia, Inc., et al. August 2019 Federal Court: PA</p>	<p>A class of approximately 300 cleaning workers alleged that the commercial cleaning franchiser misclassified them as independent contractors and improperly made deductions from their pay in violation of Pennsylvania's Wage Payment and Collection Law. The case was in litigation for 10 years; the settlement included about \$1.2 million in attorneys' fees.</p>
<p>227.</p>	<p>\$3,700,000: Settlement Hartford Fire Insurance Co. October 2016 Federal Court: FL</p>	<p>A class of 49 former claims analysts alleged they were not paid overtime.</p>

<p>228.</p>	<p>\$3,680,000: Settlement</p> <p>Pongsri Thai Restaurant</p> <p>September 2019 Federal Court: NY</p>	<p>Two classes of cooks, cashiers, bussers and delivery people who worked at one of the restaurant's three locations filed suit alleging violations of the Fair Labor Standards Act and New York state law, including: employees were required to work more than 40 hours per week without time-and-a-half overtime; employees were not paid a proper minimum wage; delivery people were not reimbursed for the costs of buying and maintaining their delivery bicycles; the restaurants allegedly took 15% off of workers' tips on credit card purchases; and the restaurants didn't properly document all the time employees were working.</p>
<p>229.</p>	<p>\$3,655,884: Verdict</p> <p>Oil States Energy Services LLC</p> <p>May 2018 Federal Court: PA</p>	<p>A group of 29 Texas oil field workers filed suit in April 2015, alleging the company misclassified them as exempt from overtime laws. In 2016, 14 of the workers settled their claims, and the remaining employees were separated into three jury trials based on their job titles. In October 2017, four crane operators won judgement, and in March 2018, four grease operators also won judgement. At that point, the remaining employees settled. In May 2018, the 8 employees were awarded \$1,003,154, plus \$2,570,000 for their attorneys.</p> <p>Update: In September 2018, the Pennsylvania federal judge cut the attorneys' fees by \$270,000 (making the total award \$3,385,884, with \$2,380,000 for the attorneys) due to the fact that the attorneys were billing at Washington DC rates rather than Pennsylvania rates.</p>
<p>230.</p>	<p>\$3,650,000: Settlement</p> <p>Spearmint Rhino Companies Worldwide, Inc., Spearmint Rhino Consulting Worldwide, Inc. and Midnight Sun Enterprises, Inc.</p> <p>December 2019 Federal Court: CA</p>	<p>A class of exotic dancers alleged that the nightclubs misclassified them as independent contractors. As part of the settlement, the dancers agreed to drop their objections to a related settlement from 2018 for \$8.5 million in a suit involving overtime, meal and rest breaks, and misappropriation of tips.</p>
<p>231.</p>	<p>\$3,600,000: Settlement</p> <p>The Sherwin-Williams Company</p> <p>May 2020 Federal Court: CA</p>	<p>A class of approximately 5,700 store manager and sales associates alleged that the house paint company failed to pay for all hours worked, failed to pay proper overtime wages, did not provide meal and rest breaks that were required by law, did not provide accurate wage statements, and did not reimburse workers for all work-related expenses.</p>

<p>232.</p>	<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>
<p>233.</p>	<p>\$3,550,000: Settlement</p> <p>Envoy Air</p> <p>October 2018 Federal Court: CA</p>	<p>A class of passenger service agents alleged that the airline denied them meal breaks, didn't reimburse them for the costs of maintaining their uniforms, and miscalculated overtime. The airline paid the workers \$1.25 million for back wages in January 2017 and the additional \$2.3 million that included \$1.1 million in attorneys' fees, and a fund to reimburse them for the costs and overtime.</p>
<p>234.</p>	<p>\$3,500,000: Settlement</p> <p>Management & Training Corporation</p> <p>March 2020 Federal Court: CA</p>	<p>A proposed class action of over 500 sergeants and detention officers alleged the private prison management company's policy of rounding their time on the job failed to compensate employees for all the time they worked and denied them overtime pay rates. The workers also alleged that the company denied the employees meal and rest breaks.</p>
<p>235.</p>	<p>\$3,500,000: Settlement</p> <p>Delta Air Lines, Inc.</p> <p>November 2019 Federal Court: CA</p>	<p>A class of approximately 3,300 customer service agents alleged that the airline failed to pay proper overtime wages according to California law by using a complicated pay formula that included shift differential pay, non-discretionary bonuses, profit-sharing payments, and the fair market value of employee travel passes.</p>
<p>236.</p>	<p>\$3,500,000: Settlement</p> <p>Pier 1 Imports Inc.</p> <p>December 2017 Federal Court: CA</p>	<p>A class of associate employees alleged that the store's flex shift policy requiring the employees to report to work either by phone or in person before learning if they actually had to work that day violated California's wage laws. The employees were expected to "mold their lives" around the possibility that they would have to work every call-in shift, even though the store often chose not to call them in to work.</p>
<p>237.</p>	<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>238.</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>239.</p>	<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>
<p>240.</p>	<p>\$3,400,000: Settlement</p> <p>Papa John’s International, Inc.</p> <p>March 2020 Federal Court: CA</p>	<p>A proposed nationwide class of approximately 77,000 employees alleged that the pizza chain did not pay them for time spent doing mandatory training on the corporate website.</p> <p>Under the settlement, employees of corporate-owned stores will receive payments up to \$166 while employees of franchisees will receive \$50 gift cards.</p>
<p>241.</p>	<p>\$3,400,000: Settlement</p> <p>YourPeople Inc. (Zenefits FTW Insurance Services)</p> <p>June 2017 U.S. Department of Labor (“DOL”)</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>
<p>242.</p>	<p>\$3,300,000: Settlement</p> <p>Walgreens Pharmacy Services Midwest, LLC</p> <p>March 2021 Federal Court: CA</p>	<p>A class of nearly 7,000 former and current pharmacy technicians alleged that the company failed to pay minimum wages, failed to pay overtime wages and provide meal breaks.</p>

<p>243.</p>	<p>\$3,250,000: Settlement</p> <p>FedEx Freight, Inc.</p> <p>January 2020 Federal Court: CA</p>	<p>A proposed class of 3,020 drivers alleged the company failed to provide them with meal and rest breaks, gave them inaccurate wage statements, and failed to reimburse them for requiring them to use their personal cellphones for business purposes.</p>
<p>244.</p>	<p>\$3,250,000: Settlement</p> <p>Penn Ridge Transportation, Inc., Best Buy Co., Inc., et al.</p> <p>July 2019 Federal Court: CA</p>	<p>A class of 1,485 drivers and their assistants who delivered Best Buy products to customers' homes alleged that the company misclassified them as independent contractors, and told them to do certain tasks without pay, and did not reimburse them for required items they used for work like cellphones, Penn Ridge shirts, and tools.</p>
<p>245.</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>246.</p>	<p>\$3,200,000: Settlement</p> <p>CoreCivic of Tennessee, LLC</p> <p>October 2020 Federal Court: CA</p>	<p>A class action by 1,200 prison guards and other employees who alleged the company did not pay them for the time they spent going through security checks, which amounted to about 15 minutes pre-shift and 10 minutes post-shift. They also alleged that they did not receive proper meal or rest breaks, or compensation for missed breaks, even though their shifts were typically longer than 10 hours.</p>
<p>247.</p>	<p>\$3,200,000: Settlement</p> <p>Advantage RN LLC</p> <p>January 2020 Federal Court: CA</p>	<p>The class action was brought by 406 nurses who alleged that the company did not include stipends and monetary bonuses in their pay rate when calculating the nurses' time-and-a-half overtime pay rate.</p>
<p>248.</p>	<p>\$3,200,000: Settlement</p> <p>Chevron Corp.</p> <p>February 2019 Federal Court: CA</p>	<p>A class action of well site and drill site managers involving 16 named plaintiffs, a putative class of 34 people, and a Private Attorneys General Act ("PAGA") representative group of 37 people, alleged the company misclassified them as independent contractors and failed to pay them overtime although their shifts were 12 hours long.</p>

<p>249.</p>	<p>\$3,200,000: Settlement</p> <p>Penske Automotive Group, Inc.</p> <p>February 2018 State Court: CA</p>	<p>A putative class action on behalf of a group of 1,750 automobile dealership employees at 38 dealerships across California who worked on commission alleged they were not given appropriate breaks and overtime pay.</p>
<p>250.</p>	<p>\$3,150,000: Settlement</p> <p>Genco I Inc. (Fed Ex Supply Chain Inc.)</p> <p>June 2018 Federal Court: CA</p>	<p>A settlement resolving two putative class actions alleged the logistics subsidiary of FedEx failed to give workers proper meal and rest breaks, improperly rounded employee time records, and failed to disclose it was conducting pre-employment background checks.</p> <p>Update: The settlement was court approved In April 2019.</p>
<p>251.</p>	<p>\$3,100,000: Settlement</p> <p>Scotts Co. LLC/Scotts Lawn Service</p> <p>July 2020 Federal Court: FL</p>	<p>A proposed class action involving employees who provided lawn care services for Scotts in six states alleged that the company's policy of using a "fluctuating workweek" deprived them of overtime pay. They claimed that if an employee received a fixed salary for work hours that vary, the company could use a so-called fluctuating workweek method that let resulted in overtime hours at diminishing rates as long as they pay workers a minimum base salary, regardless of how many hours worked.</p> <p>Update: In May 2021, the Judge also approved an additional \$1 million in attorneys' fees and costs.</p>
<p>252.</p>	<p>\$3,100,000: Settlement</p> <p>FedEx Ground Package System, Inc.</p> <p>April 2019 Federal Court: NY</p>	<p>A class of approximately 450 drivers claimed that the company misclassified them as independent contractors. \$930,000 of the settlement was set aside for attorney fees and costs.</p> <p>This class of New York drivers is not included in the earlier \$240 million settlement that FedEx Ground reached with delivery drivers in 20 states who also alleged they were misclassified as independent contractors.</p>
<p>253.</p>	<p>\$3,062,000: Settlement</p> <p>Five Star Quality Care, Inc.</p> <p>December 2020 Federal Court: CA</p>	<p>A putative class action by 250 nursing home employees alleged the company violated PAGA by failing to pay proper rates for overtime hours worked, claiming rest periods as benefits when they were required by law and deducting expenses from employee paychecks without reimbursement. The suit also alleged the company failed to provide proper wage statements or effectively track hours worked.</p>

<p>254.</p>	<p>\$3,060,200: Settlement</p> <p>Uber Technologies, Inc.</p> <p>June 2019 Federal Court: CA</p>	<p>A certified class of drivers alleged Uber instituted a “Safe Rides” program, which was a marketing campaign to assure riders that Uber drivers were properly vetted with background checks, but took the \$1 safe ride fee out of the driver’s cut instead of adding it onto the rider’s bill without properly informing them. The class received \$1.86 million, four named plaintiffs received \$5,000 each, and the attorneys for the class received \$1.2 million. The attorneys originally sought \$3.3 million because the initial class involved hundreds of thousands of drivers, but early on in the case, the court required 98% of putative class members to go to individual arbitration, leaving just 9,600 drivers left in the class.</p>
<p>255.</p>	<p>\$3,000,000: Settlement</p> <p>Burlington Coat Factory Warehouse Corporation</p> <p>August 2020 Federal Court: CA</p>	<p>A suit brought by a class of hourly workers in the sales, loss prevention, shipping, receiving and stocking departments alleged the retailer had a policy of not paying workers for time they spent working before and after they clocked in, for meal periods they missed, or for time worked over 40 hours per week.</p>
<p>256.</p>	<p>\$3,000,000: Settlement</p> <p>Bloomberg LP</p> <p>February 2020 Federal Court: NY</p>	<p>A class of 60 New York call center installation representative employees filed suit alleging the company pressured employees to continue with ongoing work during meal breaks and past the end of their shifts. They also assert they regularly worked weekends and outside of their scheduled shifts and were not paid overtime wages.</p>
<p>257.</p>	<p>\$3,000,000: Settlement</p> <p>Kraft Heinz Foods Co.</p> <p>July 2019 Federal Court: CA</p>	<p>A of approximately 4,000 employees at the food company alleged that payroll software automatically deducted a 30-minute meal break time cards even if the workers didn’t clock out or clock back in. Some of the workers alleged unpaid wages due to the company manually deducting time that the workers say they spent under the company’s control before and after their shifts.</p>
<p>258.</p>	<p>\$3,000,000: Settlement</p> <p>Air Evac EMS, Inc.</p> <p>July 2019 Federal Court: KY</p>	<p>A class of more than 400 current and former employees at the helicopter ambulance provider alleged that the company’s policy of requiring the flight nurses to work seven 12-hour shifts in a row followed by seven days off resulted in a failure to pay proper overtime.</p>
<p>259.</p>	<p>\$3,000,000: Settlement</p> <p>Mosaic Sales Solutions</p> <p>December 2018 Federal Court: CA</p>	<p>A class action involving more than 4,700 kiosk workers at malls and college campuses allege the Acosta Sales & Marketing unit failed to pay them for work done outside their shifts, and denied them uninterrupted meal and rest breaks.</p>

<p>260.</p>	<p>\$3,000,000: Settlement</p> <p>Massachusetts Bay Transportation Authority (“MBTA”)</p> <p>August 2018 Federal Court: MA</p>	<p>A class action lodged by the Amalgamated Transit Union Local 589 alleging the transit workers were not paid for time spent traveling between work locations in the middle of their shifts.</p>
<p>261.</p>	<p>\$3,000,000: Settlement</p> <p>ABM Industries, Inc., et al.</p> <p>July 2018 Federal Court: WA</p>	<p>A settlement between the facilities management services company and a certified class of transportation workers whose payroll records showed they were paid less than the city ordinance-mandated minimum wage and didn’t recover the compensation in other actions.</p>
<p>262.</p>	<p>\$3,000,000: Settlement</p> <p>JPMorgan Chase</p> <p>April 2018 Federal Court: IL</p>	<p>A class of nearly 2,000 mortgage bankers alleged the company paid base rate plus commissions, but failed to properly adjust the workers’ wages for any time worked past a 40-hour work week. The employees also alleged the company failed to pay the bankers their commissions within the required 13-day window.</p>
<p>263.</p>	<p>\$3,000,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>January 2018 Federal Court: NY</p>	<p>A class of New York state drivers alleged Uber miscalculated the fees it deducted from fares earned and misclassified the drivers as independent contractors. Specifically, city drivers were being charged a service fee on gross fares, including taxes and other fees, while the driver contract required the fee to be calculated from the net fare.</p>
<p>264.</p>	<p>\$3,000,000: Settlement</p> <p>El Rodeo-Electric Inc., El Rodeo-Orange Inc., Bravo Brandon Inc., Arellano Inc., El Toreo-Thirlane Inc. and El Rodeo-Wildwood Inc.</p> <p>November 2017 US DOL (VA)</p>	<p>Six Virginia restaurants agreed to pay \$1.5 million in damages and \$1.5 million in back wages to 149 employees, following an investigation by the U.S. Department of Labor. The restaurants allegedly paid servers only in tips and gave non-exempt kitchen workers, such as cooks, assistant cooks and dishwashers, straight pay instead of overtime.</p>
<p>265.</p>	<p>\$3,000,000: Settlement</p> <p>Cogent Communications Inc.</p> <p>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>266.</p>	<p>\$3,000,000: Settlement</p> <p>Key Energy Services LLC</p> <p>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>267.</p>	<p>\$3,000,000: Settlement</p> <p>Fidelity National Information Services, Inc.</p> <p>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>268.</p>	<p>\$2,950,000: Settlement</p> <p>Love's Travel Stops & Country Stores, Inc.</p> <p>December 2020 Federal Court: PA</p>	<p>A class of nearly 400 operations managers alleged the convenience store chain misclassified them as exempt from overtime. The operations managers alleged that although they were considered high-ranking, above assistant managers, 90% of their time was spent on non-exempt tasks, such as cleaning the store and bathrooms, and taking out the trash.</p>
<p>269.</p>	<p>\$2,950,000: Settlement</p> <p>Los Robles Regional Medical Center</p> <p>January 2019 State Court: CA</p>	<p>A class of 3,046 current and former employees alleged the hospital's practice of rounding their hours shaved off time worked at the beginning and end of shifts, resulting in work being performed that was not compensated. They further asserted that they were discouraged or prevented from taking meal and rest breaks, and not paid for missed breaks.</p>
<p>270.</p>	<p>\$2,950,000: Settlement</p> <p>The Talbots Inc.</p> <p>December 2017 State Court: CA</p>	<p>A class of approximately 1,870 employees alleged the store denied meal and rest breaks, provided inadequate payroll records, and failed to pay proper overtime wages.</p>
<p>271.</p>	<p>\$2,900,000: Settlement</p> <p>Kohl's Department Stores, Inc.</p> <p>January 2021 Federal Court: WI</p>	<p>A class of approximately 900 assistant store managers alleged the retailer misclassified them as exempt from overtime and failed to pay them one-and-a-half times their normal pay rate when they worked more than 40 hours per week.</p>

<p>272.</p>	<p>\$2,900,000: Settlement Rice Energy, Inc. (EQT Corp.) December 2018 Federal Court: OH</p>	<p>A class and collective action involving more than 90 employees who worked on the company’s drilling operations that alleged the natural gas production company misclassified them as independent contractors to avoid giving them overtime pay.</p>
<p>273.</p>	<p>\$2,900,000: Settlement Cinemark USA Inc. / Century Theatres Inc. February 2019 Federal Court: CA</p>	<p>A class of almost 6,000 current and former usher or concession worker employees at the theaters alleged they were given improper wage statements, incorrect overtime pay rates, and denied meal breaks and rest periods.</p>
<p>274.</p>	<p>\$2,900,000: Settlement Geodis LLC and Ozburn-Hessey Logistics LLC January 2018 Federal Court: CA</p>	<p>A class of 8,758 workers at the supply chain companies alleged they were not paid proper wages, provided with required meal and rest breaks, or issued accurate written wage statements, and were not timely paid final wages.</p>
<p>275.</p>	<p>\$2,900,000: Settlement City of Rialto November 2017 Federal Court: CA</p>	<p>A settlement that will resolve two lawsuits filed by current and former City employees who alleged the City did not include health care opt-out payments or health care contributions made on workers’ behalf in the “regular rate” of pay for calculating overtime.</p>
<p>276.</p>	<p>\$2,900,000: Settlement Office Depot, Inc. 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>
<p>277.</p>	<p>\$2,900,000: Settlement A.C. Moore Arts and Crafts Inc. 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>

<p>278.</p>	<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>
<p>279.</p>	<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>
<p>280.</p>	<p>\$2,850,000: Settlement</p> <p>Lowe's Home Centers LLC</p> <p>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>281.</p>	<p>\$2,800,000: Settlement</p> <p>Evans Delivery Company, Inc.</p> <p>September 2020 Federal Court: CA</p>	<p>A putative class of about 275 drivers alleged that the trucking company misclassified them as independent contractors to avoid paying for wait times when picking up or dropping off loads, and reimbursement for mileage and fuel expenses.</p>
<p>282.</p>	<p>\$2,800,000: Settlement</p> <p>EQT Corp.</p> <p>December 2018 Federal Court: PA</p>	<p>A class and collective action involving more than 100 oilfield workers who alleged that the natural gas production company misclassified them as independent contractors to avoid giving them overtime pay.</p>
<p>283.</p>	<p>\$2,800,000: Settlement</p> <p>Diamond Resorts</p> <p>November 2018 State Court: CA</p>	<p>A class of employees alleged the company, which sells memberships in timeshare vacation properties in California, failed to pay required wages in a timely manner, failed to pay proper overtime, failed to provide meal periods and rest breaks, and failed to reimburse employees for work-related expenses.</p> <p>Update: In July 2020, a California appeals court denied a group of workers' objections to this settlement, since it involved a different worker group.</p>

<p>284.</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>285.</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>286.</p>	<p>\$2,750,000: Settlement Sprint/United Management Company July 2020 Federal Court: CA</p>	<p>A proposed class of about 5,700 former and current assistant store managers alleged the company failed to pay proper wages, failed to provide meal and rest breaks, and violated the California Business and Professions Code. Specifically, the employees asserted they were forced to open up and close down the cellphone retail stores off the clock and tend to customers during their lunch breaks. They also alleged that they were required to perform duties other duties off the clock, such as opening security gates, turning off alarms, and turning on lights and computers.</p>
<p>287.</p>	<p>\$2,750,000: Settlement PNC Financial Services Group, Inc. and PNC Bank NA January 2020 Federal Court: PA</p>	<p>Two suits brought by customer service employees who worked at call centers or remotely in Pennsylvania and Michigan, alleged the company forced them to perform job tasks off the clock and without pay, including checking work emails off-duty and spending time before they were ready to start taking customers' phone calls, booting up computers and logging into applications. \$917,000 of the settlement fund was allocated as attorneys' fees and \$13,600 to court costs.</p>
<p>288.</p>	<p>\$2,750,000: Settlement Revel Systems, Inc. September 2018 Federal Court: CA</p>	<p>A group of 264 sales representatives who worked for the point of sales system company alleged they were not paid for overtime hours worked.</p>
<p>289.</p>	<p>\$2,750,000: Settlement AT&T 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>290.</p>	<p>\$2,750,000: Settlement Islands Restaurants LP 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>291.</p>	<p>\$2,700,000: Settlement City of Santa Clara October 2019 Federal Court: CA</p>	<p>A proposed certified class of 500 current and former firefighters alleged the City underpaid their overtime by failing to factor in payments for medical premiums and unused health benefits when calculating overtime.</p>
<p>292.</p>	<p>\$2,700,000: Settlement Barbeque Integrated (Smokey Bones) April 2019 Federal Court: SC</p>	<p>A class of 4,753 servers and bartenders alleged that the restaurant took a tip credit against the minimum wage, but required them to do non-tipped work, such as sweeping floors and polishing silverware, for more than 20% of their shifts.</p>
<p>293.</p>	<p>\$2,700,000: Settlement Ulta Salon Cosmetics & Fragrance, Inc. 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>294.</p>	<p>\$2,650,000: Settlement MidCap Funding X Trust, et al. August 2019 Federal Court: TX</p>	<p>A class of 159 truck drivers based at one of the company's thirty-three terminal branch locations alleged the national moving company and affiliates stopped paying them during the six months leading up to the company being dissolved in 2017. The truck drivers had worked for various companies that were associated with the company formerly known as Graebel Companies, Inc., which became Graebel Van Lines, LLC and alleged that the decision to start providing the drivers with small partial advances instead of paying their wages according to a previously established schedule was made by the MidCap Funding X Trust.</p>

<p>295.</p>	<p>\$2,650,000: Settlement</p> <p>P.F. Chang's China Bistro Inc.</p> <p>July 2018 Federal Court: IL</p>	<p>A collective action by 428 workers alleged violation of the Fair Labor Standards Act, New York and Illinois labor laws by failing to properly notify tipped employees they were receiving tip-credit rates of pay below the minimum wage, encouraging tipped employees to work off the clock and share their tips with other employees who weren't entitled to them, and requiring tipped employees to perform non-tip-related tasks, such as cleaning and refilling condiments.</p>
<p>296.</p>	<p>\$2,600,000: Settlement</p> <p>Home Depot USA Inc.</p> <p>October 2018 State Court: CA</p>	<p>A group of more than 26,747 cashiers and store workers alleged the home improvement retailer violated the state's Private Attorneys General Act ("PAGA") by failing to provide suitable seating.</p>
<p>297.</p>	<p>\$2,599,350: Settlement</p> <p>Jamba Juice Co.</p> <p>January 2019 State Court: CA</p>	<p>A class of nearly 5,500 shift leaders and managers at the smoothie chain alleged the company forced them to work off the clock when they clocked out for their meal breaks, and then made bank deposits for the stores in their personal vehicles before clocking back in. Additionally, California's hourly minimum wage increased from \$8 to \$9 during the class period, but Jamba Juice paid its hourly shift leaders a flat rate with no consideration for the overtime or off-the-clock hours worked.</p>
<p>298.</p>	<p>\$2,550,000: Settlement</p> <p>Ecolab, Inc.</p> <p>May 2021 Federal Court: CA</p>	<p>A putative class of current and former employees, consisting of 53 class members and 231 PAGA members alleged the water treatment company misclassified them as exempt from overtime. The suit asserts the misclassification led to unpaid wages including overtime, double time and unpaid meal and rest breaks.</p>
<p>299.</p>	<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>
<p>300.</p>	<p>\$2,520,000: Settlement</p> <p>Allied Universal Security Services</p> <p>December 2018 Federal Court: NY</p>	<p>A proposed class of hundreds of current and former airport security agents, operations assistants and so-called "tour supervisors" hired to work at John F. Kennedy International Airport alleged the security and facility services company required the workers to drive to their bases prior to clocking out, to do paperwork after their shifts, and work during their unpaid meal breaks.</p>

301.	<p>\$2,500,000: Settlement</p> <p>DoorDash, Inc.</p> <p>November 2020 State Court: D.C.</p>	<p>The lawsuit was filed on behalf of food delivery drivers alleging the company misrepresented how tips paid by customers would be distributed to the drivers using ambiguous, confusing and misleading information on its app. The settlement agreement requires DoorDash to pay all consumer tips directly to the driver and that the amount of the tip will not affect how much DoorDash will pay the drivers.</p>
302.	<p>\$2,500,000: Settlement</p> <p>Dollar Tree Distribution, Inc.</p> <p>April 2020 Federal Court: CA</p>	<p>A class of approximately 2,400 warehouse associate employees alleged that the company's timekeeping practices violated California labor law and that the employees were not given proper meal breaks and rest periods. The settlement included \$750,000 in attorneys' fees.</p>
303.	<p>\$2,500,000: Settlement</p> <p>First Transit, Inc.</p> <p>April 2020 Federal Court: CA</p>	<p>A class of more than 500 paratransit workers, who drive elderly and special needs passengers to medical appointments, alleged the transportation company failed to provide a 10-minute break every four hours. They further alleged that when they missed a rest period, they were not paid for it. The settlement included \$625,000 in attorneys' fees and \$32,641 in expenses.</p>
304.	<p>\$2,500,000: Settlement</p> <p>Firebirds of Overland Park LLC</p> <p>January 2019 Federal Court: KS</p>	<p>A class of more than 7,000 current and former servers alleged violation of the tip credit provisions of the U.S. Fair Labor Standards Act, which allow an employer to pay tipped workers below minimum wage if the difference is made up in tips. The employees asserted that they regularly spent more than 20 percent of their work time performing non-tipped duties, such as making coffee and cleaning counters and beverage machines.</p>
305.	<p>\$2,500,000: Settlement</p> <p>Auvil Fruit Company, Inc.</p> <p>May 2018 Federal Court: WA</p>	<p>A proposed class of seasonal and migrant fruit pickers alleged the company failed to provide or pay for rest breaks, didn't keep accurate records of hours worked, and hid what piece rates it would pay until after the work had started.</p>
306.	<p>\$2,500,000: Settlement</p> <p>DAL Global Services LLC, a subsidiary of Delta Air Lines Inc.</p> <p>May 2018 Federal Court: CA</p>	<p>A class of 2,650 employees alleged the company failed to properly pay overtime, incorrectly kept track of work hours and didn't provide accurate wage statements.</p>

<p>307.</p>	<p>\$2,500,000: Settlement</p> <p>Allied Building Products Corp.</p> <p>March 2018 Federal Court: CA</p>	<p>A proposed class action of 491 former and current driver and loader employees at the New Jersey-based building materials distributor alleged that the company failed to pay overtime, failed to provide meal breaks or permit rest periods.</p>
<p>308.</p>	<p>\$2,500,000: Settlement</p> <p>Masonite Corp.</p> <p>March 2018 Federal Court: CA</p>	<p>A class of 836 employees alleged the company failed to pay nonexempt, hourly workers for overtime, failed to provide them with meal and rest breaks, failed to provide accurate wage statements, and failed to reimburse them for business expenses.</p>
<p>309.</p>	<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>
<p>310.</p>	<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>
<p>311.</p>	<p>\$2,490,000: Settlement</p> <p>M&T Bank Corp.</p> <p>March 2018 Federal Court: NY</p>	<p>A Fair Labor Standards Act collective action alleging the bank failed to pay overtime to 240 current or former IT workers, including technology infrastructure department's network computing analysts and staff specialists.</p>

312.	<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>
313.	<p>\$2,400,000: Settlement</p> <p>FedEx Ground Package System, Inc.</p> <p>December 2020 Federal Court: NJ</p>	<p>A proposed class action involving 192 New Jersey delivery drivers who alleged the company promised they would be independent business owners with proprietary interests if they purchased a delivery route and a delivery truck, but the drivers assert the company improperly shifted the costs of business on to the drivers and micromanaged their operations to the point they felt they were employees.</p>
314.	<p>\$2,400,000: Settlement</p> <p>Tom Douglas Seattle Kitchen, Inc.</p> <p>November 2019 State Court: WA</p>	<p>A class of 1,359 current and former employees alleged they were not paid for missed rest and meal breaks. The suit also alleged the restaurant failed to properly notify customers about the terms of a new 20% automatic service charge, which was instituted after municipal law required the restaurant to increase the hourly minimum wage given to its workers. The restaurant did not pay service employees the entirety of the automatic service charge, and failed to disclose to customers in itemized receipts and menus the actual percentages of the automatic charges that would be paid to tipped workers, such as servers, food runners, bartenders, bussers and hosts.</p>
315.	<p>\$2,400,000: Settlement</p> <p>Price Transfer, Inc. and FCL Logistics LLC</p> <p>August 2020 U.S. Department of Labor (“DOL”)</p>	<p>The U.S. Department of Labor investigated and concluded that the companies, which had contracts with Customs and Border Protection to inspect cargo, did not include provisions in their contracts with subcontractors that addressed prevailing wages as required by the McNamara-O’Hara Service Contract Act, or pay overtime as required by the Contract Work Hours and Safety Standards Act. The settlement funded unpaid wages and fringe benefits to 959 employees including operators, shipping and receiving clerks and warehouse specialists.</p>
316.	<p>\$2,400,000: Settlement</p> <p>Overland Solutions, Inc., et al.</p> <p>August 2018 State Court: CA</p>	<p>A proposed class of 250 insurance inspectors alleged the insurance underwriting support services company violated California Labor code by classifying them as independent contractors, shorting them on pay and business expense reimbursements, and failing to give them itemized wage statements. \$50,000 of the settlement went toward resolving the state’s Private Attorneys General Act (“PAGA”) claim, \$18,000 to the lead Plaintiff, and a maximum of \$800,000 for attorneys’ fees.</p>

<p>317.</p>	<p>\$2,400,000: 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. Individual claims by the lead plaintiff and more than 100 others are still pending.</p> <p>Update: In July 2018, the class of vendors asked a California federal judge for attorneys' fees totaling \$5,372,666, as well as a multiplier of 1.5, to push the amount up to \$8,058,999, plus another \$147,669 in expenses.</p>
<p>318.</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>Update: In August 2018, a unanimous Tenth Circuit panel vacated the class certification, finding the Utah federal judge didn't analyze deep enough or consider that the named plaintiffs were not "typical" class members because they hadn't signed contracts making them pay for their own training at a hefty interest rate as settlement objectors had.</p>
<p>319.</p>	<p>\$2,325,000: Settlement</p> <p>Ardent Companies, Inc. (Exxon Subcontractor)</p> <p>February 2019 Federal Court: CA</p>	<p>A proposed class action involving just over 100 employees who worked on Exxon platforms on the Outer Continental Shelf for multiple-day shifts where they would spend 12 hours on duty with pay, and then 12 hours on "controlled standby," always on-call and barred from leaving their platform, without pay. Additionally, the employees were required to respond to alarms during rest and meal breaks.</p>
<p>320.</p>	<p>\$2,250,000: Settlement</p> <p>Information Resources, Inc.</p> <p>August 2020 Federal Court: CA</p>	<p>A purported class action by client service managers who alleged the market research firm misclassified them as overtime-exempt and denied them meal and rest breaks. There were three classes covering 129 employees.</p>
<p>321.</p>	<p>\$2,200,000: Settlement</p> <p>MBF Inspection Services, Inc.</p> <p>November 2019 Federal Court: OH</p>	<p>A class of 120 workers at a company that provides inspection staffing for gas and oil companies alleged they were misclassified as overtime-exempt and expected to work 10-hour days six days a week.</p>

<p>322.</p>	<p>\$2,200,000: Settlement</p> <p>NorthStar Memorial Group Shared Services LLC</p> <p>August 2019 Federal Court: CA</p>	<p>A proposed class of 429 current and former sales supervisors and administrators of burial product purchases alleged the funeral home operator unlawfully cut wages to cover commissions and failed to reimburse the employees for business expenses. They also alleged that the company docked wages of employees who failed to meet quotas regardless of whether they worked 40 hours in a week. The workers also claimed they were expected to use their personal vehicles to meet with clients and drive to burial plots but not reimbursed.</p>
<p>323.</p>	<p>\$2,200,000: Settlement</p> <p>Host International, Inc.</p> <p>December 2018 Federal Court: CA</p>	<p>A class of approximately 6,000 workers at food and retail service locations in airports alleges the staffing company failed to pay workers for all of their performed work, failed to give them proper breaks, and failed to provide proper wage statements.</p>
<p>324.</p>	<p>\$2,200,000: Settlement</p> <p>Felidia Restaurant, Inc., Babbo, Becco, Del Posto, and Escada Restaurants</p> <p>May 2018 Federal Court: NY</p>	<p>Five New York restaurants, owned by Mario Batali and Joe and Lidia Bastianich, agreed to settle a proposed class action suit alleging the restaurants failed to pay proper minimum wages and overtime, or provide proper wage notice and wage statements to approximately 1,300 waiters, busboys, runners, servers, food preparers, bartenders, and bar-backs.</p>
<p>325.</p>	<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>
<p>326.</p>	<p>\$2,100,000: Settlement</p> <p>DH Long Point Management LLC dba Terranea Resort</p> <p>May 2019 State Court: CA</p>	<p>Proposed class action by 3,000 current and former workers alleging the hotel chain failed to provide meal and rest breaks and then inserted "fake breaks" into time records. The workers also claimed that hotel required them to park in offsite parking several miles from the resort when guest attendance was high but did not pay them for the commute, or for time spent donning uniforms before they were allowed to clock in for their shifts. The workers also alleged that they were required to monitor and respond to work-related emails and texts off the clock.</p>

327.	<p>\$2,100,000: Settlement</p> <p>FedEx Ground Package, Inc.</p> <p>December 2018 State Court: NY</p>	<p>Suit brought by the New York attorney general on behalf of 500 package delivery drivers alleging the shipping company misclassified them as independent contractors to deny them overtime and illegally take deductions from their checks. The suit asserts the company did not pay workers extra when they worked long or split shifts, and did not comply with New York's recordkeeping and wage statement rules.</p>
328.	<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>
329.	<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>
330.	<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>
331.	<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>
332.	<p>\$2,000,000: Settlement</p> <p>The Boeing Co.</p> <p>February 2021 Federal Court: WA</p>	<p>A proposed class of approximately 770 current and former facilities project administrators, facilities planners and staff analysts alleged that the aerospace company misclassified them as overtime-exempt.</p>

<p>333.</p>	<p>\$2,000,000: Settlement</p> <p>DSV Air & Sea, Inc.</p> <p>January 2021 Federal Court: NJ</p>	<p>A collective action against a global freight company by ocean import and export agents, air import and export agents, customer service agents, and freight forwarders who asserted that the company did not pay proper overtime wages and misclassified the agents as exempt.</p>
<p>334.</p>	<p>\$2,000,000: Settlement</p> <p>Flagship Facility Services, Inc.</p> <p>July 2020 Federal Court: CA</p>	<p>A proposed class action brought by janitors at the San Diego International Airport alleged that the workers were not given proper meal or rest breaks, overtime pay or proper wages. They also alleged that the company failed to pay them out for vacation days they accumulated but did not use, pay them back for business-related expenses, or keep accurate records.</p>
<p>335.</p>	<p>\$2,000,000: Settlement</p> <p>Aldi, Inc.</p> <p>June 2020 Federal Court: CA</p>	<p>A class of more than 2,050 employees who worked at roughly 70 California locations of the grocery chain alleged they were not paid for all the hours they worked.</p>
<p>336.</p>	<p>\$2,000,000: Settlement</p> <p>Blue Apron, LLC</p> <p>March 2020 Federal Court: CA</p>	<p>A class action on behalf of more than 3,800 warehouse workers who alleged the meal kit delivery service failed to pay them for time spent waiting to pass through security checks before their shifts and when returning from unpaid meal breaks.</p>
<p>337.</p>	<p>\$2,000,000: Settlement</p> <p>Walt Disney Parks & Resorts Worldwide, Inc.</p> <p>November 2019 Federal Court: CA</p>	<p>A class of workers alleged that the company failed to accurately apply certain pay incentives for employees who have additional responsibilities or who work hours outside 9 a.m. to 5 p.m., such as the second or third shift, which resulted in underpaying them. The suit alleged the incentives, which were supposed to be in addition to regular and overtime wages, were calculated to underpay for the additional work, which included leadership of Disney cast members, performing bag checks and selling tickets.</p>
<p>338.</p>	<p>\$2,000,000: Settlement</p> <p>Rise Medical Staffing, LLC</p> <p>August 2019 Federal Court: CA</p>	<p>A class of 1,550 nurses and therapists that alleged the company failed to pay reimbursements for housing and meals in their regular wages when calculating overtime wages. The settlement included a \$50,000 payment in penalties under California's Private Attorney General Act ("PAGA").</p>

339.	<p>\$2,000,000: Settlement</p> <p>Wisconsin Hospitality Group LLC, et al. (Pizza Hut)</p> <p>September 2018 Federal Court: WI</p>	<p>A class and collective action by 2,500 delivery drivers settled with two Wisconsin Pizza Hut operators who allegedly required the drivers to provide a vehicle complying with safety and maintenance requirements in an employee handbook, incur expenses for fuel, oil changes, brakes and pads, tire rotations, batteries, insurance and registration, and maintain the vehicle in clean and good repair, but the per-delivery reimbursements failed to reasonably approximate the delivery drivers' vehicle-related expenses.</p>
340.	<p>\$2,000,000: Settlement</p> <p>Stericycle Inc.</p> <p>February 2018 Federal Court: CA</p>	<p>A putative class of 985 workers alleged the medical waste disposal company deprived them of earned wages by rounding payroll times, didn't fully compensate them for time spent donning and doffing their required work clothing, and that the company didn't include all bonuses in workers' overtime rate, failed to pay all vested vacation payments due or provide statutory meal and rest periods.</p>
341.	<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>
342.	<p>\$2,000,000: Settlement</p> <p>Dirksen & 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>
343.	<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>
344.	<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>

<p>345.</p>	<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>
<p>346.</p>	<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>