



**nilan
johnson
lewis PA**

FLSA/Wage-and-Hour Defense

Nilan Johnson Lewis has an impressive record of success in defending individual and class/collective action wage-and-hour matters. We have defended employers against wage-and-hour litigation in a variety of states, including Arizona, Florida, Maine, Michigan, Minnesota, Missouri, New Mexico, New York, and North Carolina. We have prevailed at summary judgment on class claims against the U.S. Department of Labor and have defeated FLSA Section 216(b) certification motions by private litigants. Our representation has included particularly complex matters, such as a recent nationwide class/collective action against a Fortune 50 employer alleging misclassification claims under the FLSA and analogous state laws. The plaintiffs filed in various states before consolidating their claims into a single collective action. One of the named plaintiffs, and several putative class members, also filed separate lawsuits against the employer alleging violations of various discrimination statutes. We obtained summary judgment on some of the lawsuits, convinced the plaintiffs to abandon their effort to certify a class, and then successfully resolved the remaining individual claims.

Overview of our expertise

Labor and Employment

Affirmative Action Plans and
OFCCP Compliance

EEOC Class Investigation and
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

Executive Agreements and
Severance

Labor Management Relations

Leave of Absence and Disability
Advice/Defense

Non-Compete and Trade Secret
Litigation

Pre-Hire Testing and
Background Check
Advice/Defense

Preventive Employment
Counseling

Reductions in Force

Whistleblower/False Claims Act
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups