



## The Legal Battle Over Wage, Hour & Overtime on The American Law Journal: Airs 7:00 PM Monday, Dec. 14, 2015 on the Philadelphia CNN News Affiliate WFMZ-TV and [Online Now](#)

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What if you knew that the 20% tip you were leaving for the waiter was actually going in the owner's pocket?

Tonight at 7:00 pm on the Philadelphia CNN-News affiliate WFMZ-TV, The American Law Journal examines "Wage, Hour & Overtime: What's 'Fair Pay' Today?." Newly proposed rules under the Fair Labor Standards Act (FLSA) will change the way employers classify and treat employees in matters of overtime, gratuities and benefits. And a new class action lawsuit (Douglas O'Connor, et al., v. Uber Technologies, Inc., United States District Court Northern District of California, Case No. CV 13-3826-EMC, 2015) may mean Uber drivers should be treated as employees-- not independent contractors.

Joining host Christopher Naughton are corporate defense counsel Jason Reisman of Blank Rome, plaintiff's attorney Gerald Williams of Williams Cuker Berezofsky and Joey Price CEO of the human resources firm Jumpstart:HR.

Shannon Liss-Riordan of Lichten & Liss-Riordan, who has successfully taken on Starbuck's, FedEx and others, and is now leading the class action lawsuit against Uber, joins the discussion from Boston. In the feature report The Legal's senior staff writer Gina Passarella interviews Marc Goldich of Sheller PC and Shannon Farmer of Ballard Spahr.

The Department of Labor's proposal may mean five million more people will be getting "time-and-a-half" overtime pay than before. From doubling the salary range for overtime eligibility, to class action lawsuits over employers skimming server tips, to misclassification of independent contractors, the program examines where- and why- wage and hour litigation is skyrocketing.

"It's the hottest area of litigation at the federal level- by far," says Farmer. But Goldich points out that "if new (FLSA) proposals go through, there will be a lot less litigation because anyone paid less than \$50,000 will not be exempt from overtime."

The American Law Journal, recent winner of a Mid-Atlantic Emmy® award for 2015, is the weekly talk-feature program airing on the CNN-News affiliate for Philadelphia [WFMZ-TV 69](#). For cable,



*Shannon Liss-Riordan*

"We have been involved in a ridiculous amount of litigation over these past years about whether people are making between \$23,000 and \$50,000 are, or should be, exempt from overtime."

Plaintiff's attorney Shannon Liss-Riordan

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