US Supreme Court Makes Ruling on Overtime Pay

A Supreme Court ruling passed last week is set to change the definition of what constitutes overtime.

The ruling came as a result of a class action lawsuit, filed in 2010, between employees working in various warehouses connected to the e-commerce giant *Amazon* and a private firm that provides staffing solutions to *Amazon*. The plaintiffs sought to get paid for time spent waiting for, and going through the required after-work security screening process.

According to the US Court of Appeals, the Fair Labor Standards Act of 1938 requires that employees be compensated for any overtime within a normal workweek. Workers who filed the lawsuit complained that they were required to spend extra time going through the security checks in order to curb employee theft, and that they were not compensated for this time. The security checks were seen as something that was being done for the benefit of the employer and not the employee, and would last for up to half an hour after work.

A Win for Businesses Everywhere, and a Loss For Employee Rights

The class action lawsuit came as a result of lawsuits from individuals working in different states such as Washington, Pennsylvania, Nevada and Tennessee. The company in the midst of the legal storm, *Integrity Staffing Solutions Inc.* stated that security checks were similar to activities such as waiting in line to punch a time clock, something that some courts have ruled shouldn't be compensated.

Of course, law firms representing big businesses went on record claiming that the case was an attempt to expand employer liability in ways that would have been unfair to their clients, as well as their bottom line. This and other similar cases may open up a conversation on what constitutes overtime pay as well as the exceptions surrounding this issue.

Need Legal Help On Employment Matters? Call us TODAY!

If you feel that your employer owes you overtime due to work carried out outside of the normal workweek, please contact us and we'll help you determine whether you have a valid case. Call 1-800-ATTORNEY today.