

Wage & Hour Legal Services

Compliance counseling, investigations, and litigation defense for employers

CONN
MACIEL
CAREY

Conn Maciel Carey LLP (CMC) is a boutique law firm focused on Workplace Safety (OSHA & MSHA) and Labor and Employment law. We are one of only two Chambers USA “Band 1” rated firms for OSHA Law nationwide. The clients we serve—from multi-national organizations to individuals—seek us out for strategic guidance ranging from day-to-day counseling, managing government regulatory investigations, internal investigations, and leading complex litigation. Our breadth of experience spans both private practice and government positions, offering us unique insight into how best to advise our clients.



Labor & Employment Practice

CMC’s Labor & Employment Practice helps employers navigate the complexities of workplace law with practical, business-focused solutions, from wage and hour compliance and litigation to workplace policies and investigations. We also counsel senior executives on executive employment agreements, severance packages, and restrictive covenants.



OSHA & Workplace Safety Practice

CMC’s OSHA & Workplace Safety Practice focuses exclusively on all aspects of occupational safety and health law. Our attorneys turn complex workplace safety challenges into clear, actionable solutions.

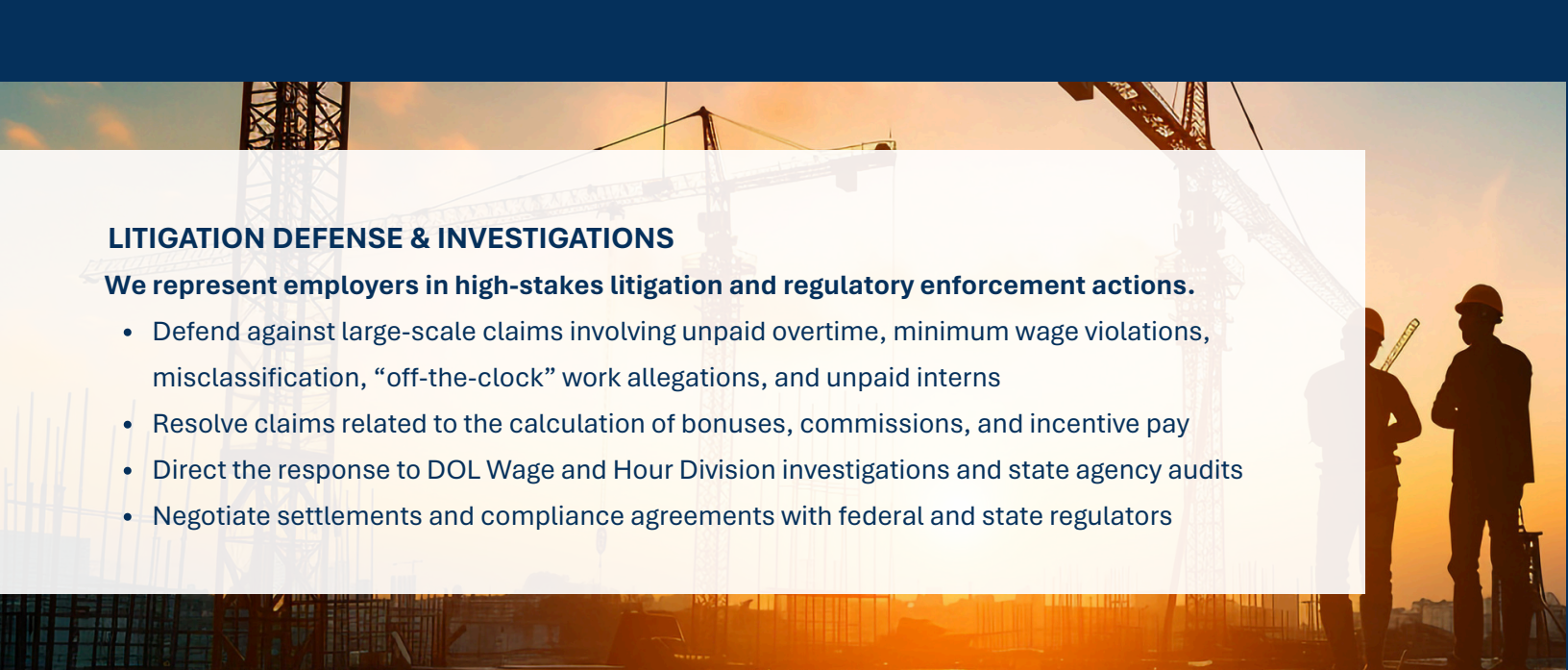


MSHA & Mine Safety Practice

CMC’s MSHA & Mine Safety Practice serves the mining industry with a deep, real-time understanding of evolving MSHA law and the issues mining companies face every day.

Workplace Litigation

CMC has experienced litigation counsel ready to step in when formal judicial proceedings, mediation, or arbitration become necessary to resolve a claim or dispute.



LITIGATION DEFENSE & INVESTIGATIONS

We represent employers in high-stakes litigation and regulatory enforcement actions.

- Defend against large-scale claims involving unpaid overtime, minimum wage violations, misclassification, “off-the-clock” work allegations, and unpaid interns
- Resolve claims related to the calculation of bonuses, commissions, and incentive pay
- Direct the response to DOL Wage and Hour Division investigations and state agency audits
- Negotiate settlements and compliance agreements with federal and state regulators

COMPLIANCE COUNSELING, POLICY DEVELOPMENT, AND TRAINING

We provide day-to-day counseling on complex wage and hour issues throughout the employment lifecycle, helping clients maintain compliance with the Fair Labor Standards Act (FLSA), evolving state laws, and shifting federal rules on overtime eligibility and independent contractor status.

- Evaluate independent contractor, gig, and employee classifications to mitigate misclassification risk
- Review and develop compliant pay practices, including bonus, commission, and incentive pay plans
- Design defensible timekeeping systems and recordkeeping systems covering wage deductions, final pay, meal and rest breaks
- Navigate the intersection of wage and hour laws with the FMLA, military leave, and state parental leave requirements
- Conduct internal wage and hour audits to identify compliance gaps and reduce risk
- Manage compliance for multi-state and remote workforces
- Address industry-specific challenges hospitality (tip credits/pooling/service charges), healthcare, logistics, and manufacturing
- Draft handbook policies and train managers and HR on overtime approval and timekeeping discipline

Contact Our Wage & Hour Team

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