

# SHRM Reports on Epstein Becker Green's Post-Inauguration Labor and Employment Law Briefing

SHRMonline

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The Society for Human Resource Management covered Epstein Becker Green's post-inauguration briefing with an article focused on an increase in wage and hour class actions.

In the article, "Legislative Proposals Could Inflate Wage and Hour Class Actions," SHRM reported on the concern expressed by Michael Kun, a Member of the Firm in the Labor and Employment practice in the Los Angeles office, about a proposal before the new Congress to make Fair Labor Standards Act (FLSA) class actions opt out has received peculiarly "scant attention in discussions of pending legislation."

Proposed legislation that would call for "opt-out" class actions under the FLSA includes the Paycheck Fairness Act and the Civil Rights Act of 2008.

"This seemingly little change could quintuple real damages" under the FLSA and result in even more wage and hour class actions, Kun said.

## People



Michael (Mike) S. Kun  
Member of the Firm  
Wage and Hour  
Los Angeles  
310-557-9501  
mkun@ebglaw.com