



Wage and Hour Practice

Wage and hour claims, whether under state or local laws or the Fair Labor Standards Act (FLSA) are complex and costly. Zashin & Rich's Wage & Hour Group has handled a myriad of disputes alleging violations of wage and hour laws in state and federal courts and before the Department of Labor (DOL) and state administrative agencies. These claims include single plaintiff matters, as well as class and collective actions, alleging wage and hour violations such as misclassification of employees, overtime and minimum wage violations, failure to properly determine hours of work, and failure to properly calculate the regular rate for overtime compensation.

At Zashin & Rich, we strive to help employers understand the complexities of employee pay and to comply with wage and hour laws allowing them to avoid or defend against claims. By correctly compensating employees the first time, you save time, money, and headaches associated with litigating wage and hour claims.

Zashin & Rich's Wage & Hour Group is dedicated to assisting employers in complying with the law and defending against claims with expertise extending into many areas including:

General Wage & Hour Counseling and Audits

The Group regularly counsels employers on how to avoid common FLSA pitfalls and provides guidance on wage and hour issues such as:

- Classifying employees as exempt or non-exempt from overtime;
- Determining whether an individual is an independent contractor;
- Evaluating time keeping practices including the proper calculation of hours worked;
- Evaluating pay practices including proper compensation for all hours worked and calculation of the regular rate, ensuring the inclusion of all required compensation, for purposes of overtime pay; and,
- Reviewing records to ensure compliance with recordkeeping requirements.

Wage & Hour Litigation

We aggressively defend your position and interests when a dispute arises and regularly defend clients in single plaintiff lawsuits and collective/class action litigation.

Administrative Actions and Investigations

If faced with a DOL or other administrative action or investigation, we provide insight in how best to respond and assist in all phases.

For more information about Zashin & Rich's Wage & Hour Group, please contact Michele Jakubs (mlj@zrlaw.com) at 216-696-4441.

Michele's Bio

Michele Jakubs joined Zashin & Rich in 2001 and is the practice leader of Zashin & Rich's Wage and Hour Practice. Michele counsels national and local employers of all sizes concerning employment law matters with an emphasis on wage and hour compliance. Since joining Zashin & Rich, Michele has actively participated in defending nearly all of the firm's wage and hour cases. She also counsels and represents clients involved in wage and hour audits and investigations.

Michele is certified by the Ohio State Bar Association as a Specialist in Labor and Employment law. Michele's practice includes labor relations, equal employment opportunity, employment discrimination, and all other employment related claims. She has defended clients before state and federal courts. She has also represented clients before state and federal administrative agencies including the Ohio Civil Rights Commission, the Ohio Department of Job and Family Services, the Department of Labor, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, and the National Labor Relations Board. Michele works extensively with the Fair Labor Standards Act and state wage and hour laws. Michele's practice also includes developing employment litigation prevention strategies through client guidance, policy development, and training.

Prior to joining Zashin & Rich, Michele practiced in the areas of insurance coverage and insurance defense litigation. She defended insurance companies based upon an analysis of policy language and the nature of the claim. She also defended actions involving a variety of statutory and common law tort claims.

Michele earned her B.S. from The Ohio State University. Prior to attending law school, Michele worked in healthcare overseeing medical records, risk management, and quality improvement at a community hospital. She earned her law degree from the Cleveland-Marshall College of Law, *magna cum laude*.

