



JOSEPHSON
DUNLAP LLP
LAWYERS FOR THE WORKERS

Misclassified Salaried Employee Overtime Rights Case Study

Employment law attorneys get back
\$2,400,000 in unpaid overtime for
misclassified salaried workers.

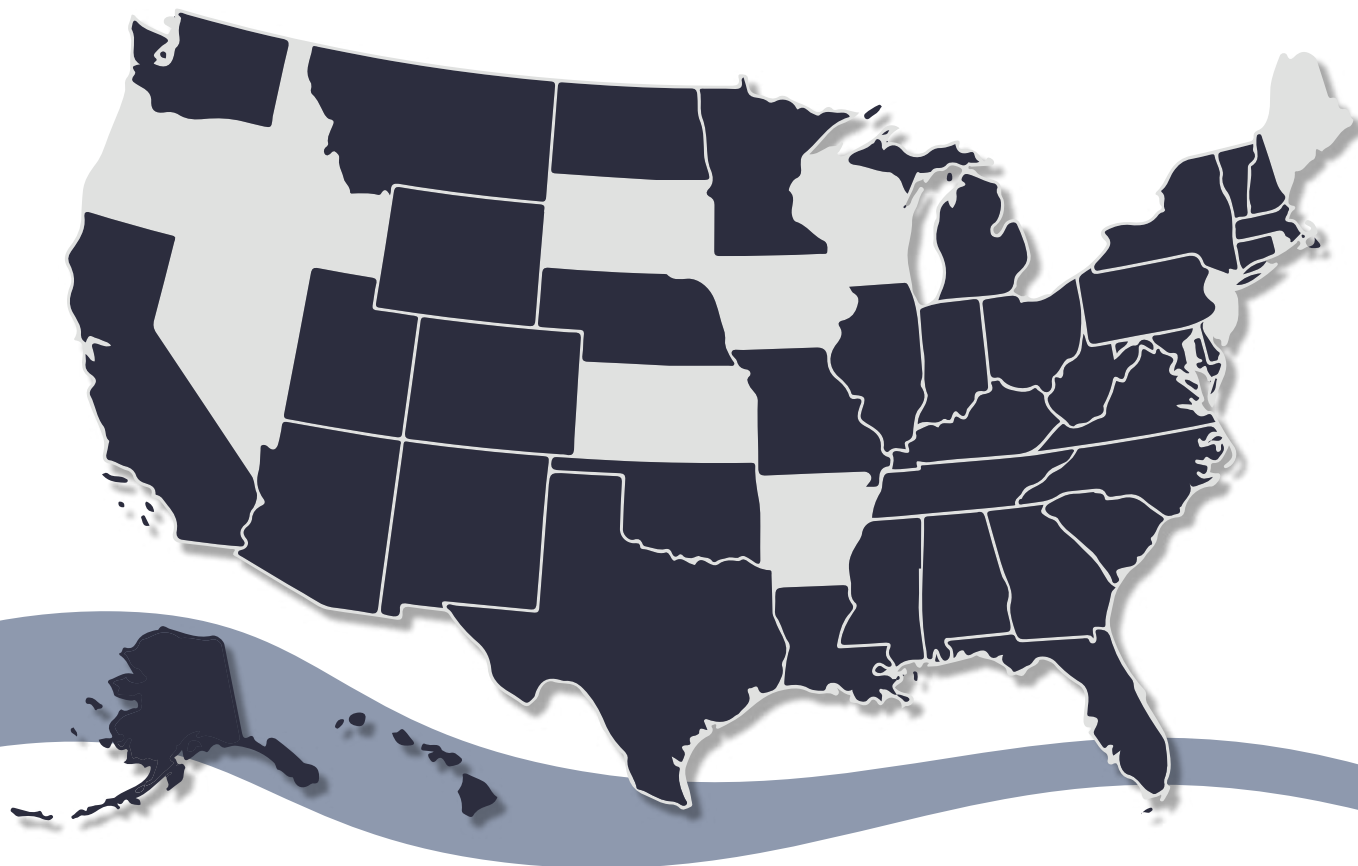
Overworked, Underpaid, and Owed Overtime

At Josephson Dunlap,

we are employment lawyers who stand by our clients from beginning to end. We have successfully represented over 100,000 workers who have been misclassified and underpaid. When we start your case, we stand by your side and handle it all, and won't stop fighting until justice is served.

If you believe you have been misclassified or are owed overtime, we can help. We have represented clients in many different industries such as: oil and gas, construction, staffing/recruiters, financial services, and many more. Misclassification and unpaid overtime is a real issue that happens often. We make sure that you are paid the wages you are owed.

Our Experience



1800+ Cases Filed **Millions** Recovered **100k+** Workers Helped



About Misclassification

Misclassification is a common way that employers will decrease overtime payments, or avoid overtime payments altogether. Misclassification occurs when a worker's job title makes them ineligible for overtime, when in fact their job tasks qualify for a job title that is eligible for overtime pay. Misclassification can be seen in all job types, but hourly workers, salary workers, and contract workers will often experience it the most. When a worker is misclassified, they are often not earning overtime pay. While small amounts of overtime may not add up to a lot at first, over time that worker is losing large amounts of pay, as overtime is paid at 1.5x your hourly rate. Sometimes employers will misclassify employees on purpose, and sometimes it is an accident. Either way, it is wrong and illegal.

Common Job Titles Affected

Examples of common job titles that are commonly misclassified:

- Assistant Store Managers
- Loss prevention managers
- Front End Manager
- Field Service Managers
- MUD Engineer
- Directional Driller
- Technical Trainer
- Staff Recruiter

Common Wage Violations

Misclassification can happen in different ways in different industries and job types. Some common types of wage violations include: salaried workers labeled exempt, workers asked to become contract workers when they should be hourly workers, or workers asked to be day rate workers when they should be hourly workers. If your job tasks match your co-workers, but your job titles are different, there is a high probability that you have been misclassified and experienced wage theft.

Common Industries Affected

Misclassification can happen in any industry, but these industries are commonly known for misclassification:

- Retail
- Banking
- Software
- Staffing
- Oil and Offshore Services

Average Winnings for Employees*

\$5,341+

*Average winnings pertain to this case only.
To see how much you may be owed, use our calculator [here](#).

Case Information



Company's Industry
Oilfield Services Firm



Straight Time Overtime

Workers were incorrectly classified as salary workers and were not paid the overtime they were owed.



Total Represented

462 workers were involved in the case.

Your Backwages Add Up

The attorneys at Josephson Dunlap are experts at representing misclassification cases. We successfully sued for straight time for overtime payment of 462 employees at an oilfield services firm. Each employee stated that they were misclassified as salary workers so that the employer could eliminate overtime pay and/or decrease the amount of overtime paid owed to the employees. Josephson Dunlap was able to secure a net settlement of \$2,468,000 allocating an average of over \$5,341.99 to each employee.

\$2.4M

Net Settlement Amount

462

Workers involved

\$99 - \$28k+

Pay out range per person*

*Payout dependent on length of employment.



Meet the Partners

Michael and Andrew both have the same objective, which is fighting for the back wages of workers who have been wrongfully underpaid, or not paid at all for their overtime hours. They have represented workers in many different industries. Their goal is always the same, to fight on behalf of the workers against the employer. This allows them to completely align with their client in pursuing the goal of payment for unpaid wages. Michael and Andrew have secured millions in settlements for their clients. Together, with their team, the lawyers at Josephson Dunlap will fight for you to reclaim the back wages that you are owed.



Michael Josephson
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