



Tammy D. McCutchen

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Focus Areas

Wage and Hour
Legislative and Regulatory Practice
Staffing, Independent Contractors and Contingent Workers
Government Contractors
Construction
ComplianceHR
Workplace Policy Institute
Littler PAID Forward

Overview

A former administrator of the wage and hour division at the U.S. Department of Labor, Tammy D. McCutchen is a leading authority on federal and state wage and hour laws who now represents and counsels management clients in connection with all types of labor and employment matters. She focuses her practice on:

- Compliance with the Fair Labor Standards Act and state wage-hour laws
- Conducting audits of overtime exemption classifications, non-exempt pay practices and independent contractor status
- Implementing compliance programs designed to avoid wage and hour disputes and lower potential litigation liabilities
- Representing employers being investigated by the DOL's Wage and Hour Division and similar state agencies

She also regularly serves as a consulting or testifying expert witness in wage-hour collective and class actions.

Additionally, Tammy represents and counsels clients on:

- The Family and Medical Leave Act

- The Service Contract Act
- The Davis Bacon Act
- The Migrant and Seasonal Worker Protection Act
- Worker protections in federal immigration laws
- Reasonable accommodation under the Americans with Disabilities Act
- Federal and state discrimination laws
- Affirmative action and prevailing wage requirements for government contractors

She appears before state and federal courts, the Equal Employment Opportunity Commission, the DOL, and state agencies.

A frequent speaker, Tammy has lectured about wage and hour issues before trade associations, business organizations, and human resource groups. Most frequently, she works with clients in the following industries:

- Retail
- Restaurant
- Hospitality
- Janitorial
- Security
- Manufacturing
- Insurance
- Accounting
- Healthcare

Tammy is co-chair of Littler Mendelson's Compliance Audit Services Practice Group and a core member of the Wage and Hour Practice Group. She also is the primary architect of the firm's AuditQB software tool for conducting employment compliance audits.

While at the DOL from 2001 to 2004, Tammy was responsible for enforcing, setting policy and preparing regulations for some of the country's most comprehensive labor laws, including:

- The Fair Labor Standards Act
- The Family and Medical Leave Act
- The Davis-Bacon Act
- The McNamara-O'Hara Service Contract Act
- The Medicare Secondary Payer Act

She managed the annual budget and 1,400 employees, represented by two unions, in more than 250 offices across the country. She was a primary architect of the first major changes to DOL overtime regulations in 50 years and, under her leadership, the DOL increased enforcement by 60% in two years, while collecting millions of dollars in back wages.

Before working at the DOL, Tammy was senior counsel at a global chocolate corporation, where she provided counseling on labor and employment matters involving employees at corporate headquarters, field sales offices, and manufacturing plants located in the United States, Canada and Mexico. She was responsible for:

- Managing employment litigation
- Advising the company on collective bargaining and labor arbitration issues
- Managing the preparation and implementation of affirmative action plans
- Providing assistance to the Diversity Council
- Conducting training for managers on recognizing and responding to discriminatory harassment

Tammy also clerked for Judge Daniel A. Manion on the United States Court of Appeals for the Seventh Circuit and practiced law in Chicago for eight years.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Editorial Advisory Board, Law360, 2013, 2017-2019
- Chair, Labor and Employment Practice Group, Federalist Society
- Member, Small Business Legal Advisory Board, National Federation of Independent Business

Recognition

- Named, The Best Lawyers in America®, 2018-2021
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012-2020
- Order of the Coif

Education

J.D., Northwestern University School of Law, 1990, *cum laude*

B.A., Western Illinois University, 1987, *summa cum laude*

Bar Admissions

District of Columbia

Illinois

Publications & Press

DOL Simplifies Independent Contractor Analysis in Final Rule

Littler Insight

January 7, 2021

Early Wage Access Industry Remains in Limbo Despite CFPB Opinion

Bloomberg Law

December 7, 2020

DOL Addresses Independent Contractor Issue

MHL News

October 17, 2020

How DOL Proposal Changes Independent Contractor Analysis

Law360

September 28, 2020

DOL Releases Proposed Regulation on Independent Contracting

Littler Insight

September 22, 2020

Department of Labor Finds IRS Standard Mileage Reimbursement Rates Not Required for Delivery Drivers

Littler ASAP

September 1, 2020

Follow DOL Guidance When Reducing Salaries During the Pandemic

SHRM Online

August 27, 2020

Should Employers Pay Hazard Premiums During the Pandemic?

SHRM Online

August 25, 2020

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

DOL Revised Section 7(i) Exemption Regulations: Is Your Company a Retail or Service Establishment?

Littler ASAP

May 19, 2020

DOL Issues Final Rule on Joint-Employer Status under Fair Labor Standards Act

Littler ASAP

January 13, 2020

Ready, Fire, Aim: How State Regulators Are Threatening the Gig Economy and Millions of Workers and Consumers

U.S. Chamber of Commerce

January 9, 2020

Latest Set of DOL Opinion Letters Clarify FLSA Salary Basis and Overtime Calculations, FMLA Eligibility Determinations for Public Agencies

Littler Insight

January 8, 2020

Q&A: Littler's Tammy McCutchen says employers should prep now for slew of OT pay changes

Reuters Legal

December 27, 2019

Labor Department Clears the Way for Employee Perks

Littler Insight

December 13, 2019

Fall Regulatory Agenda Indicates DOL Wage and Hour Division is Working on Seven Regulatory Priorities

Littler ASAP

November 20, 2019

The 60-Day Countdown to Compliance

Littler Insight

November 5, 2019

DOL (finally) finalizes overtime rule

Human Resource Executive

September 25, 2019

Do you make under \$35,500 a year? Here's why you may be owed mandatory overtime pay soon

Washington Post

September 24, 2019

BREAKING: DOL finalizes \$35K overtime threshold

HR Dive

September 24, 2019

The Final Rule on Overtime is Finally Here: Minimum Salary Level for Exemption Increased to \$35,568 Effective January 1, 2020

Littler ASAP

September 24, 2019

4 Takeaways As DOL Finalizes Overtime Rule

Law360

September 24, 2019

The DOL's New Overtime Rule and What it Means for U.S. Employers

Littler Insight

September 24, 2019

Overtime Pay Eligibility Is Widened in New Federal Rule

The New York Times

September 23, 2019

Employers Should Plan Now for New Federal Overtime Rule

August 30, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report

Littler WPI Report

August 8, 2019

Overtime Rule May Be Issued Faster Under New DOL Leadership

SHRM Online

July 15, 2019

Mulvaney Said To Have a 'Fiefdom' in White House

Washington Post

July 15, 2019

What Perks Must Employers Include in Overtime Pay Calculations?

SHRM Online

June 19, 2019

Trump's New Wage Official Revokes Aides' Enforcement Power

Bloomberg Law

June 19, 2019

DOL Did Chamber's Bidding With OT Rule, House Panel Hears

Law360

June 12, 2019

Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement

Littler Press Release

May 8, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

The Latest Developments in Federal Labor Policy

Littler Podcast

April 15, 2019

5 Things To Watch as DOL Wades into Joint-Employer Debate

Law360

April 2, 2019

DOL Stands Up for Ronald McDonald

The Washington Free Beacon

April 2, 2019

DOL Focuses on 'Joint Employer' Definition

SHRM Online

April 1, 2019

U.S. Moves to Limit Wage Claims Against Chains Like McDonald's

The New York Times

April 1, 2019

Labor Department Proposes Joint Employer Revisions

Business Insurance

April 1, 2019

DOL Issues Third Proposed Rule in Two Weeks, This Time on Joint Employment

Littler ASAP

April 1, 2019

Labor Department Proposes Overtime Rate Calculation Changes

Bloomberg Law

March 28, 2019

DOL Floats Excluding Bonuses, Other Perks From OT Math

Law360

March 28, 2019

DOL 'Regular Rate' Update May Fuel Benefits Expansion

HR Dive

March 28, 2019

DOL Proposes New Rule Clarifying, Updating Regular Rate of Pay

Employee Benefit News

March 28, 2019

DOL Releases a Proposed Rule to Clarify the Types of Compensation that Employers Must Include in the Overtime Calculation

Littler ASAP

March 28, 2019

Former WHD Administrator Lays Out 'Worst-case Scenario' for Overtime Rule

HR Dive

March 21, 2019

Employee Benefit News

Employee Benefit News

March 21, 2019

DOL to Publish "White Collar" Exemption Proposed Rule, Triggering 60-Day Comment Period

Littler ASAP

March 21, 2019

Employers Urged to Prep Now for DOL's Proposed Overtime Rule

Employee Benefit News

March 20, 2019

DOL Issues Three Opinion Letters Regarding Employer Designation of FMLA Leave, Bonuses to Employee Volunteers, and Compensation of Residential Janitors

Littler Insight

March 18, 2019

3 Things for HR to Do Before New Overtime Rules Drop

HR Dive

March 14, 2019

DOL's Proposed Overtime Regulations: A ComplianceHR and Littler Briefing

Littler Insight

March 14, 2019

DOL Proposes to Increase the Minimum Salary for the "White Collar" Overtime Exemptions to \$35,308

Littler ASAP

March 8, 2019

Early Thoughts on Labor Department's New Overtime Proposal

National Law Journal

March 8, 2019

Small Bonuses May Count Toward Determining Who Is Exempt

SHRM Online

March 8, 2019

DOL's New Proposal Sets \$35K Overtime Threshold

QSR Magazine

March 8, 2019

Labor Department Unveils New Overtime Pay Requirements

Bloomberg Law

March 7, 2019

New Overtime Rule Expected to Boost Pay Eligibility

The Wall Street Journal

March 7, 2019

Labor Department Seeks to Make More Eligible for Overtime

The New York Times

March 7, 2019

Labor Department Poised to Boost Overtime Threshold to \$35,000

Bloomberg BNA

February 28, 2019

4 Things To Watch When DOL's Overtime Rule Finally Drops

Law360

February 15, 2019

DOL Regulations Need Updating to Afford Workers Desired Flexibility

Regulatory Transparency Project

February 11, 2019

Is a Federal Minimum-Wage Hike Good for Business, or Does It Cost Too Much?

February 5, 2019

Minimum-Wage Bill Ends Low Pay for Workers with Disabilities

SHRM Online

February 1, 2019

DOL Sends Proposed Overtime Rule to the White House

Littler ASAP

January 10, 2019

DOL Extends PAID Program, Presenting Employers with "Third Option" to Release FLSA Claims

Littler ASAP

November 6, 2018

DOL Extends Violation Self-Reporting Program - But Should Employers Bite?

HR Dive

October 18, 2018

Joint Employment, Wage and Hour Changes are on the Regulatory Horizon

Littler ASAP

October 17, 2018

DOL Extends PAID Pilot Program

SHRM Online

October 9, 2018

DOL Issues Six New Opinion Letters and Establishes a New Office of Compliance Initiatives

Littler ASAP

August 28, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

DOL Signals Return to Historical Test to Divide Worker Classification

SHRM Online

July 23, 2018

DOL Signals Return to Historical Test to Divide Worker Classification

TLNT

July 23, 2018

Trump Administration DOL Issues First Substantive Guidance on Independent Contractors

Littler ASAP

July 17, 2018

Labor Dept. Still Doubling Down on Most Wage Settlements

Bloomberg Law

July 9, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Federal Overtime Rule Changes Are Coming

SHRM Online

May 11, 2018

Surprise Plan for Calculating Overtime on Labor Dept. Agenda

Bloomberg Law

May 9, 2018

High Hopes, Hazy Role for Labor Department's Second-in-Command

Bloomberg Law

April 27, 2018

Littler and ComplianceHR Launch PAID Forward Solution for Wage and Hour Compliance

Littler Press Release

April 23, 2018

DOL Issues New Information on its PAID Self-Audit and Self-Reporting Program

Littler ASAP

April 20, 2018

Step-by-Step Guide to Complying with White-Collar Exemptions

SHRM Online

April 16, 2018

4 Pay Practices That Could Put Your Company in Legal Danger

CFO Daily News

April 13, 2018

DOL Issues Three Opinion Letters and One Fact Sheet

Littler ASAP

April 13, 2018

DOL: Use of Self-reporting Program Won't Invite Additional Investigations

HR Dive

April 5, 2018

Labor Dept. Plan to Circumvent Wage-Hour Lawyers May Backfire

Bloomberg Law

April 3, 2018

Will DOL's Self-reporting Program Paint a Target on Employers' Backs?

HR Dive

March 29, 2018

Labor Dept. 'Cut the Red Tape' Summit a Business Affair

Bloomberg Law

March 27, 2018

Ex-DOL Admin's Warning About New OT Rule: Don't Throw Away Your Old Pay Plans

HR Morning

March 21, 2018

Self-Audit in Response to DOL PAID Pilot Program

SHRM Online

March 16, 2018

Overtime Threshold Will Rise to Mid-30,000s, Attorneys Say

Bloomberg BNA Daily Labor Report

March 15, 2018

Overtime Rule Changes Are Coming, But Will They Be in Time?

SHRM Online

March 14, 2018

'I am Worried': Former DOL Official Says \$47K Overtime Rule Still a Possibility

HR Dive

March 13, 2018

DOL Launches Payroll Audit Independent Determination (PAID) Program to Promote Self-Reporting and Early Resolution of Wage and Hour Claims

Littler ASAP

March 7, 2018

Labor Department to Test Voluntary Reporting for Wage Violators

The Wall Street Journal

March 6, 2018

DOL Opinion Letters: Flawed, But the Best Option Available?

HR Dive

March 1, 2018

Former DOL Admin: 4 Risky Pay Practices the Feds Have a Field Day With

HR Morning

October 20, 2017

Federal Court Invalidates New Overtime Rule

Littler ASAP

September 5, 2017

Best Lawyers in America® 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

DOL: Opinion Letters Are Back!

Littler ASAP

June 27, 2017

Top 10 Payroll Mistakes

Employee Benefit News

June 22, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Don't Stop Complying With Independent Contractor Rules

Bloomberg BNA

April 25, 2017

Changes May Be in Store for Overtime Rule, FLSA

HR Daily Advisor

March 16, 2017

What's Next for Employers Under the FLSA Overtime Rule?

SHRM Online

March 15, 2017

Fear of Immigration Raids May Harm Workplace Rights

Bloomberg BNA Daily Labor Report

March 1, 2017

Littler Earns Top Rankings in Financial Times 2016 North America Innovative Lawyers Report

Littler Press Release

December 6, 2016

Federal Court Blocks New Overtime Rule

Littler ASAP

November 23, 2016

What You Need to Know About the New Overtime Rules

Fortune

October 31, 2016

HR Must Determine Overtime Strategies, Communications ASAP

Bloomberg BNA

October 31, 2016

30 Days to Comply with the DOL's New Overtime Rules: Are You Ready?

Littler Podcast

October 28, 2016

Changes to Overtime Rules are Coming – Here's What Retailers Should be Concerned About

National Retail Federation

October 17, 2016

Fast-Food Industry Stuck on Franchisee Training Issue

Bloomberg BNA Daily Labor Report

October 11, 2016

Obama Wage Enforcers' Top Targets: Subway, McDonald's, Dunkin'

Bloomberg BNA Daily Labor Report

September 1, 2016

Survey: Employers Still Taking 'Wait-and-See' Approach on New Overtime Regs

HR.BLR.com

August 8, 2016

The DOL's New Overtime Regulations

Today's General Counsel

August 1, 2016

Adopt New FLSA Overtime Rules Before December Deadline, Former DOL Official Says

HR.BLR.com

July 26, 2016

Report Highlights Employers' Biggest Concerns: ACA, New Bias Claims and OT Regs

HR Morning

July 13, 2016

Survey: Overtime Rule, LGBT Discrimination, ACA Have Employers Worried Most

HR Dive

July 13, 2016

Business Executives Concerned about Overtime Rule, Survey Finds

The Hill

July 13, 2016

Littler Survey Shows Employers Grappling With Regulatory, Social Changes

Littler Press Release

July 12, 2016

11 Remarkable Overtime Rule Tips From DOL Insider

HR Morning

June 24, 2016

Employers Must Start Planning for Overtime Compliance

SHRM Online

June 22, 2016

Democrat Pushes Rider to Block NLRB's Joint Employer Ruling

Bloomberg BNA Daily Labor Report

June 21, 2016

Tips for Tackling the New Overtime Rule

Modern Distribution Management

June 20, 2016

What Every Small Business Owner Needs to Know About DOL's New Overtime Rule

Federation of Independent Business

June 13, 2016

New Overtime Rule: Lots of Work Ahead, But It Could've Been Worse

Restaurant Finance Monitor

June 9, 2016

Overtime Rule Has Small Employers Re-Examining Benefit Offerings

Bloomberg BNA

June 6, 2016

Overtime Rule Has Small Employers Re-Examining Benefits

Bloomberg BNA

June 1, 2016

What are the Most Significant Changes the DOL Made to the FLSA's White Collar Overtime Regulations?

Littler Insight

May 31, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

What To Know About The DOL's New Overtime Regulations

Law360

May 26, 2016

The DOL's New Overtime Rule Is Here – What You Need to Do Now

Littler Podcast

May 26, 2016

U.S. Department of Labor Publishes Final Rule on FLSA Overtime Regulations

Littler ASAP

May 18, 2016

Will Obama's New Overtime Rules Actually Hurt Workers?

CNN Money

May 23, 2016

Morning Shift

Politico

May 20, 2016

How the new overtime rules could affect flexibility on the job

The Washington Post

May 20, 2016

Revised Overtime Rule a Hard Hit for Small Businesses, High Education

SHRM Online

May 19, 2016

OT Rule Poses Challenges

HR Executive Online

May 19, 2016

With New Overtime Rules, Employers Face Tough Choices

Corporate Counsel

May 18, 2016

Final OT Rule Could Put Employers in Classification Bind

Law360

May 18, 2016

Obama Extends Overtime Pay to 4.2 Million Workers: Could it Backfire?

The Christian Science Monitor

May 18, 2016

Business Groups Will Try to Block Overtime Rule, But Don't Expect Them to Succeed

Washington Business Journal

May 18, 2016

Overtime Rule Issued; Salary Level to Increase Every Three Years

SHRM Online

May 18, 2016

Overtime Pay For Millions More Workers

The Atlantic

May 18, 2016

Business Groups on OT: Let the Reclassification Begin

Politico

May 18, 2016

Say Goodbye To That Smartphone And Hello To A Time Clock Under New DOL Rules

Forbes

May 18, 2016

Overtime Pay May Become Reality for More U.S. Workers

The Associated Press

May 17, 2016

4 Ways the New Overtime Rules May Affect Your Paycheck

CNN Money

May 17, 2016

U.S. Extends Overtime Pay to 4.2 Million Salaried Workers

Reuters

May 17, 2016

Employers to White House: Give Us More Time on Overtime Rule

Daily Labor Report

May 17, 2016

White House Details Sweeping Measure to Raise Wages

Politico

May 17, 2016

Breaking the News: When Workers Lose Their Exempt Status

SHRM Online

May 13, 2016

Labor's Overtime Rule Awaited by Bills That Would Block It

CQ Roll Call

May 13, 2016

Key Senator Slams Rule To Expand OT Eligibility

Law360

May 11, 2016

GOP Recruiting Democrats for Bill to Block Overtime Rule

Bloomberg BNA Labor & Employment Law Resource Center

May 11, 2016

Littler's Tammy McCutchen Testifies Before Senate Committee on Overtime Regulations

Littler Press Release

May 10, 2016

Is the DOL's Final Rule Only Days Away?

Littler Podcast

May 9, 2016

Big News on DOL's New Overtime Salary Threshold

HR Morning

May 4, 2016

White House Weighs Overtime Rule Changes

The Hill

May 4, 2016

Littler Offers Compliance Guidance as Overtime Rule Changes Loom

Legaltech News

April 21, 2016

New Overtime Rules May Take Effect in Mid-July, McCutchen Says

Bloomberg BNA Daily Labor Report

April 14, 2016

Overtime Rule Changes Not Final, But Employers Rushing to Comply

Bloomberg BNA

April 13, 2016

Littler Launches Compliance Solution for New Overtime Rules

Littler Press Release

April 12, 2016

Obama's HR Legacy

Human Resource Executive

March 24, 2016

Republicans Launch Preemptive Attack on Overtime Rule

Bloomberg BNA

March 17, 2016

Overtime Rules Pose Massive Challenges for Employers

Employee Benefits News

March 16, 2016

Overtime Rule Advances Toward Publication

SHRM Online

March 15, 2016

A November Overtime Surprise from the DOL?

Bloomberg BNA

March 14, 2016

Law360 Employment Editorial Advisory Board

Law360

February 26, 2016

Final Overtime Rule's Release Date Remains Uncertain

SHRM Online

February 17, 2016

WHD Stats Tell Mixed Story on Enforcement Success

Bloomberg BNA

January 26, 2016

New DOL Guidance Has Chilling Effect on Third-Party Relationships

Compliance Week

January 26, 2016

Joint Employment Has 'Broad as Possible' Meaning, DOL Says

Bloomberg BNA

January 22, 2016

Morning Shift: Business Challenge to Joint Employer Guidance?

Politico

January 21, 2016

Businesses On Notice After DOL Joint Employer Guidance

Law360

January 20, 2016

Labor Department to Suggest Designating More Businesses 'Joint Employers'

Wall Street Journal

January 20, 2016

DOL Issues Guidance on Joint Employment under FLSA

Littler ASAP

January 20, 2016

Employment Legislation and Regulation To Watch In 2016

Law360

December 24, 2015

Ex WHD Chief: Employers Must Prepare for DOL Independent Contractor Approach

Bloomberg BNA Daily Labor Report

October 30, 2015

Guest Column: Anticipating Changes to Overtime Regs

Portland Business Journal

October 2, 2015

5th Circuit Rebuke Could Give Employers An Edge in DOL Fights

Law360

September 23, 2015

FLSA Guru Tammy McCutchen Discusses How to Get Ready for New Overtime Regulations

XpertHR Blog

August 11, 2015

Meet the overtime elite

Politico

August 4, 2015

House Panel Considers Effects of Overtime Proposal

Bloomberg BNA

July 23, 2015

Where the human resource worries reside

Fleet Owner

July 17, 2015

When an independent contractor is really an employee

CNN Money

July 16, 2015

Opinion: Hillary, Obama meddle in the workplace again

MarketWatch

July 16, 2015

Employees vs. Independent Contractors: U.S. Weighs In on Debate Over How to Classify Workers

The Wall Street Journal

July 15, 2015

Clinton says she'd 'crack down' on independent contractor abuse. Obama already has.

The Washington Post

July 15, 2015

Labor Department says dependency, not control, key in classifying workers

Reuters

July 15, 2015

Employers Brace for Scrutiny After Misclassification Memo

Law360

July 15, 2015

Overtime Reform, ACA, LGBT Policies Among Concerns for Today's Employers

Littler Press Release

July 14, 2015

DOL Publishes the Proposed Revisions to the White Collar Regulations and Sets a Deadline to Submit Comments

Littler ASAP

July 7, 2015

FLSA guru provides insight on proposed overtime changes

HR.BLR.com

July 7, 2015

The Top 10 Quotes from HR's Biggest Conference of the Year

Business Management Daily

July 1, 2015

Obama swings left with overtime regs

The Hill

June 30, 2015

Special Report with Brett Baier

Fox News

6/30/2015

Final OT Rule May Go Beyond Salary Hike, Lawyers Say

Law360

June 30, 2015

DOL Releases Proposed Revisions to "White Collar" Overtime Exemptions

Littler ASAP

June 30, 2015

Obama wants to make 5 million more workers eligible for overtime

CNN Money

June 30, 2015

5 million more Americans could soon be eligible for overtime pay — but critics say it won't mean any more money in the bank

Business Insider

June 30, 2015

Overtime Proposed Rule Could Wreak Havoc

Society For Human Resource Management

June 29, 2015

Why Your Overtime Expenses Are About to Skyrocket

Inc.

June 29, 2015

Why Your Overtime Expenses Are About to Skyrocket

Inc.

June 8, 2015

How Employers Can Avoid The Pitfalls Of Workplace Tech

Law360.com

June 3, 2015

With New OT Regs Looming, Lawyers Advise Early Planning

Law360.com

May 26, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

4 ways the new overtime rules may affect your paycheck

CNN Money

May 14, 2015

DOL Sends Proposal to Narrow Overtime Exemptions to the White House

Littler ASAP

May 6, 2015

Littler Launches New Technology Solution for Employment Law Compliance

Littler Press Release

May 6, 2015

Supreme Court Sides with Labor Department In 'Rulemaking' Challenge

Thomson Reuters Westlaw Journal

March 31, 2015

The Supreme Court Sides with the Department of Labor in "Rulemaking" Challenge

Littler Insight

March 11, 2015

Supreme Court Sides with DOL on Change to FLSA Interpretation

Society for Human Resource Management (SHRM)

March 10, 2015

Supreme Court 9-0 Says DOL Didn't Need Rulemaking to Change FLSA Interpretation

Bloomberg BNA

March 10, 2015

Labor Department wins at SCOTUS

Politico

March 10, 2015

OVERNIGHT REGULATION: Regulators win big at high court

The Hill

March 9, 2015

Supreme Court Conservatives Grudgingly Allow Labor To Change Its Mind

Forbes

March 9, 2015

DOL's Use of Hot Goods Enforcement Tool Is Too Aggressive, Some Observers Contend

Bloomberg BNA Daily Labor Report

November 25, 2014

FLSA Proposed Rule Delayed

Society for Human Resource Management (SHRM)

November 3, 2014

Low wages, no overtime: The downside of being a retail ‘manager’

Washington Post

September 26, 2014

New Overtime Rules Big Deal for HR

Society for Human Resource Management (SHRM)

June 23, 2014

High Court Loan Officer Suit May Curb Agency Flip-Flopping

Law360.com

June 16, 2014

5 Officials Employment Attys Need To Know

Law360.com

May 30, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Ramped-Up Enforcement Expected Under New DOL Wage Chief

Law360.com

April 30, 2014

Concerns Over Overtime

Human Resource Executive Online

April 15, 2014

David Weil as Wage and Hour Administrator

Society for Human Resource Management (SHRM)

March 31, 2014

Employers must prepare for overtime overhaul

Corporate Secretary

March 18, 2014

President Obama Directs the Department of Labor to Revise Federal Overtime Regulations

Littler Insight

March 18, 2014

Obama overtime plan already stirring controversy

Associated Press

March 14, 2014

Tommy, overtime rule change?

WWL-AM 870

March 14, 2014

What the new overtime rules mean for me

CNBC.com

March 13, 2014

Obama seeks middle class support by extending overtime pay

Washington Times

March 13, 2014

Obama Tackles Overtime

Human Resource Executive Online

March 13, 2014

Obama to Direct Overtime Expansion Under Labor Law to Promote Wage Agenda

Bloomberg BNA Daily Labor Report

March 13, 2014

Employers Should Brace Themselves For Obama's OT Push

Law360.com

March 13, 2014

Obama orders overtime rule changes

USA Today

March 13, 2014

The President Goes to Overtime

Wall Street Journal

March 12, 2014

Business groups stunned as Obama gives millions overtime

The Hill

March 12, 2014

Obama's OT Expansion Could Hit Restaurants, Retailers Hard

Law360.com

March 12, 2014

Obama to seek broad update to U.S. rules for overtime pay

Reuters

March 12, 2014

President Vows To Expand Overtime Pay, But Will Workers See Any Benefit?

Forbes

March 12, 2014

High Court Finds Middle Ground On 'Clothes' Under FLSA

Law360.com

January 29, 2014

No Pay for Donning/Doffing Safety Gear, Supreme Court Says

Society for Human Resource Management (SHRM)

January 28, 2014

Supreme Court Finds Middle Ground on Definition of "Clothes" Under the FLSA

Littler Insight

January 28, 2014

High Court Brings Clarity To 'Changing Clothes' Under FLSA

Law360.com

January 27, 2014

Justices Say Steel Workers' Donning/Doffing Of Gear Is 'Changing Clothes' Under FLSA

Bloomberg BNA Daily Labor Report

January 27, 2014

Uncle Sam Looking Closer at Independent Contractors

FOX Business

November 19, 2013

Challenges and Best Practices for Home Care Employers Following the Elimination of the Companionship Exemption

Littler Report

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Sandifer Oral Arguments Reveal New Middle Ground

Law360.com

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Supreme Court Hears Oral Argument and Appears to Seek Middle Ground on Definition of "Clothes" Under the FLSA

Littler Insight

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U.S. Supreme Court weighs fight over changing clothes at work

Reuters

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Supreme Court to Define the Word "Clothes" and Settle DOL Flip-Flopping

Littler ASAP

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DOL Flip-Flopping Looms Large For High Court FLSA Hearing

Law360.com

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Department of Labor Eliminates the Minimum Wage and Overtime Exemption for Most Home Care Aides

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Littler Mendelson Named in the 2013 Chambers USA Guide

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Regulators Crack Down on Classifying Workers as Contractors

Wall Street Journal

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Drug Rep Ruling May Give Employers More Ammo In OT Suits

Law360.com

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Supreme Court Reaffirms Status of Drug Sales Reps

BioWorld

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'Regulation By Amicus' No Longer An Option For Agencies

Law360.com

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Supreme Court's Pro-Pharma Decision On Sales Rep Overtime Reproves Informal Agency Policymaking

The Pink Sheet

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Justices 5-4 Reject Labor Department View, Find Pharmaceutical Sales Reps FLSA-Exempt

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SCOTUS Overtime & Implications

Washington Legal Foundation

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High Court Considers Drug Sales Reps' OT Status

Law360.com

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Sales Reps, Overtime & The Labor Dept: Tammy Explains

Pharmalot

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New Jersey Proposes Reinstating Commissioned Sales Employee Exemption

Littler ASAP

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New Jersey Issues Proposed Regulations to Restore Its Exemption for Commissioned Sales Employees

Littler Insight

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New Jersey Inadvertently Eliminates Its Exemption for Commissioned Sales Employees

Littler Insight

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NJ Inadvertently Eliminates Its Exemption for Commissioned Sales Employees

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Chambers USA Honors Littler And Its Attorneys

Littler Press Release

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Tammy McCutchen Named to National Federation of Independent Business' Advisory Board

Littler Press Release

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Snow Days

Littler ASAP

January 13, 2011

Leon Rodriguez to Be Nominated for the Top Job at the Wage and Hour Division

Littler ASAP

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Department of Labor to Provide Information and Documents from Wage-Hour Investigations to Employees and Plaintiffs' Attorneys

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Littler Attorneys Honored by Chambers USA

Littler Press Release

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Tammy McCutchen, Former Administrator of the Wage and Hour Division and Littler Shareholder, Comments on the Abolishment of the Employment Standards Administration at the U.S. Department of Labor

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Total Wage and Hour Compliance: An Initiative to End the Wage and Hour Class Action War

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Tammy McCutchen Says Employers Can Dock Pay

MSNBC.com

June 15, 2007

Littler Mendelson Welcomes Tammy McCutchen To Washington, D.C. Office

Littler Press Release

March 9, 2007

Speaking Engagements

Overtime Violations Lurking in Your Company: The Five Most Misclassified Jobs Under the FLSA

February 26, 2020

The Three-Step Overtime Audit Process: On the Clock with Tammy McCutchen

December 2, 2019

MasterClass: Auditing for Overtime Compliance

October 7, 2019

Finally, the Final Rule on Overtime

October 4, 2019

FLSA Update: The Certainty of Change

August 27, 2019

The Wage & Hour Trifecta: DOL Proposals on Overtime Exemptions, the Overtime Calculations and Joint Employment

May 14, 2019

The Wage & Hour Trifecta: DOL Proposals on Overtime Exemptions, the Overtime Calculations and Joint Employment

May 1, 2019

The Latest Developments in Federal Labor Policy: A Workplace Policy Institute Briefing

April 9, 2019

Overtime Redux: Here We Go Again!

2019 SHRM Employment Law & Legislative Conference

March 19, 2019

Second Session: Overtime at the White House: Preparing for Change

February 26, 2019

Overtime at the White House: Preparing for Change

February 5, 2019

The Good, the Bad and the Ugly: Recent Developments on Independent Contracting

December 7, 2018

The Good, the Bad and the Ugly: Recent Developments on Independent Contracting

November 29, 2018

Second Session - Overtime Redux: Here We Go Again!

October 2, 2018

Overtime Redux: Here We Go Again!

September 25, 2018

Artificial Intelligence: Taking the Human Out of Human Resource?

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

Misclassification

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Audits

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Understanding the DOL's PAID Program: What it Means and How to Self-Audit for Compliance Success

Littler Executive Employer, Phoenix, AZ

May 3, 2018

A ComplianceHR MasterClass: Auditing for PAID

April 25, 2018

Understanding the DOL's Upcoming PAID Program - What it Means and How to Self-Audit for Compliance

April 3, 2018

Understanding the DOL's Coming PAID Program — What it Means and How to Self-Audit for Compliance Success

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Working on Overtime: A Wage and Hour Update

SHRM Employment Law and Legislative Conference, Washington, D.C.
March 12, 2018

Artificial Intelligence - Taking the "Human" Out of Human Resources?

January 17, 2018

Working on Overtime: What to Expect in 2018

December 14, 2017

Artificial Intelligence—Legal Implications of Taking the “Human” Out of Human Resources

2017 Staffing World, Chicago, IL
October 25, 2017

Courthouse Steps: DOL Overtime Rule

Federalist Society Teleforum
September 5, 2017

Top 10 Wage & Hour Mistakes

SHRM Annual Conference & Expo, New Orleans, LA
June 18, 2017

2017 Mid-Atlantic Employer Conference

Washington, DC
June 6, 2017

The Department of Labor: A Look Ahead

May 11, 2017

The Future of Independent Contracting in the Trump Era

April 25, 2017

Countdown to the New DOL Regulations

September 30, 2016

Second Annual Puerto Rico Conference

Condado Vanderbilt San Juan, Puerto Rico
August 18, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2016

DOL Issues Final Overtime Rule - May 26

May 26, 2016

DOL Issues Final Overtime Rule - May 23

May 23, 2016

DOL Issues Final Overtime Rule - May 20

May 20, 2016

DOL Issues Final Overtime Rule - May 19

May 19, 2016

Preparing for Change: Revisions to the FLSA Overtime Regulations

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

The Independent Worker Proposal: Finding a Middle Ground Between Employee and Independent Contractor

May 4, 2016

Countdown to Overtime: Are You Ready?

April 14, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Anchorage, AK

February 17, 2016

Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations

February 9, 2016

Working on Overtime: Preparing for DOL's Changes to the FLSA Overtime Regulations

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Ready or Not...Changes to the White Collar Regulations Expected in 2016: What Should Employers Do Now?

Pittsburgh, PA

January 26, 2016

Independent Contractors, Joint Employers and the Unintended Employment Relationship

Tysons Corner, VA
December 16, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Portland, OR
November 4, 2015

Independent Contracting Under Attack: Navigating the Classification and Compliance Challenge

October 30, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Tysons Corner, VA
September 23, 2015

Proposed Changes to the Overtime Regulations

July 1, 2015

New Year, New Focus: Our Suggested Top HR Resolutions for 2015 (including a few targeting government contractors)

Tysons Corner, VA
December 16, 2014

Department of Labor Revises Federal Overtime Regulations

April 2, 2014

The Disappearing Companionship Exemption: How is the Home Health Industry Responding to its Elimination for Home Care Workers

November 14, 2013

Understanding and Responding to the U.S. DOL's Investigation Initiative Targeting the Construction Industry

February 7, 2012

Are You Complying with the Recent FLSA Tip Credit Regulation Changes?

July 14, 2011

The New DOL Regulations Take Effect May 5, 2011 - Are You Ready?

May 4, 2011

Emerging Wage-Hour Class Action Threat Breakfast

Columbus, OH
April 28, 2010

ACC Annual Meeting

Boston, MA

October 19, 2009

Labor and Employment Law Priorities Under the New Administration

Washington, DC

December 2, 2008

The 2008 Pennsylvania Employer

Philadelphia, PA

October 1, 2008

Open House Celebration of Littler Mendelson's New Seattle Office

Seattle, WA

September 19, 2008

Compliance Solutions from the Boardroom to the Courtroom

Tysons Corner, VA

April 26, 2007

Books & Book Chapters

- "29 C.F.R. Part 541", *U.S. Department of Labor*, 2004