

PUBLICATION

Tennessee DOL Steps In for Wage and Hour Complaints

May 15, 2013

Effective April 23, 2013, Tennessee's Wage Regulations Act was amended to eliminate private rights of action for wage and hour violations. Instead, the Tennessee Department of Labor and Workforce Development now possesses the exclusive authority to enforce this law. Aggrieved workers must now bring state law wage and hour complaints to that state agency. The amendment also provides for an award of reasonable expenses, including attorneys' fees and disbursements, for claims brought under the Act. Employees still retain the right to sue under federal statute and Tennessee common law.

If you have questions about how the amended Wage Regulations Act could affect your business, please contact any of our more than 70 Labor & Employment attorneys located in Birmingham, Alabama; Atlanta, Georgia; Baton Rouge, Mandeville and New Orleans, Louisiana; Jackson, Mississippi; Chattanooga, Johnson City, Knoxville, Memphis and Nashville, Tennessee; and Houston, Texas.