

Proper Payment of Wages

By Carmela J. Woll, Esq.

Failure to comply with the California Labor Code, Wage Orders, and proper payment procedures can cause significant legal problems for the unwary small-business owner. Because the Law Office of Carmela J. Woll caters specifically to the needs of small-business owners and startups, we provide our clients with comprehensive legal guidance with respect to these complex matters.

Wage Order and Labor Code Compliance

Our firm helps clients throughout the Santa Cruz and Greater Monterey Bay Area understand wage orders and required payment procedures. In doing so, we analyze and counsel with regard to a number of related issues, including:

- Proper payment of Overtime wages
- Distinction between exempt and nonexempt employees
- Requirements for proper record keeping and retention
- Proper provision of meal and rest periods
- Alternative work weeks
- Seating requirements for employees

These issues form a significant basis for expensive litigation in California. Because we dedicate ourselves to the delivery of proactive and pre-emptive front-end legal advice, we pay particular attention to helping our clients comply with the law before there's a problem in order to avoid costly disputes.

Contrary to the assumptions of many small-business owners about these matters, employees cannot contract around these laws or approve of an employer's departures from these laws. Making the situation more difficult, this area of law is in constant flux as a result of ever-changing state and federal legislation and associated court decisions.

But you do not have to let these problems take you away from running your business. Instead, you can use the Law Office of Carmela J. Woll as your "outside in-house" counsel. As experts in the field, we can make recommendations for your best practices so you can do your work free from otherwise hidden threats of litigation.

To contact us for more information, please visit www.carmelawoll.com