

Establish Affirmative Defenses to Wage & Hour Litigation

Wage and hour claims are today's single greatest employment law risk. With wage and hour litigation continuing to explode, ELT's course is a critical part of your compliance program. Wage & Hour is specifically designed to help establish powerful affirmative defenses and can change your risk profile today.

Course Goals:

ELT's Wage & Hour course educates your workforce about the basics of state and federal law as well as your policies. The course translates critical wage and hour issues like overtime, off-the-clock work, and meal and rest breaks into real-life stories that your employees will understand and remember.

Course Format:

Three powerful training formats draw learners into an engaging, realistic, and impactful experience.

Part One is set as a TV news show that puts dry wage and hour rules into vivid, real-world context for employees and managers. Full-motion video storylines and interactive exercises bring lessons to life and capture learners' attention.

Part Two features detailed wage and hour content designed specifically for managers. Learners join a virtual work team to complete a series of dynamic and compelling challenges designed to teach managers how to comply with your organization's policies, and federal and state law.

Part Three highlights your wage and hour policies with ELT's innovative Policy in Action™ tool. Learners search your policies to find answers to your custom interactive questions.

State Law Smart

This course's smart logic ensures that each learner is trained on both federal law and the laws of the state where the learner works. Based on a learner's location, course content is automatically and intelligently configured. ELT is the only training provider in the market to offer this unique capability.

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Course Details

- ✓ Helps establish good-faith defenses to wage and hour claims.
- ✓ Designed with Littler and the DOL's former Wage & Hour Division Administrator.
- ✓ Federal and state law configurable.
- ✓ Employee and manager versions.
- ✓ Fully customizable.

Bandwidth Options

- *High* – Video & Audio
- *Medium* – Still Images & Audio
- *Low* – Still Images & Text Only

Course Length Options

- Employee Course - 30 minutes.
- Manager Course - 75 to 90 minutes.

Hosting Options

- Host on ELT's robust and scalable LMS
- Host on your own standards-compliant LMS (AICC and SCORM)

Customization Options



- Feature your logo and colors.
- Include your wage and hour policy and confirm receipt via electronic certification.
- Include “Ask a Question” and reporting features.
- Include a multimedia introduction and conclusion from your key leaders.
- Custom completion certificate.
- Add your organization’s custom information to each course segment with a variety of screen options.
- Build completely custom course segments specific to your industry and culture.

Developed by Top Legal Experts

This program was created with Littler’s nationally recognized team of wage and hour experts, and the DOL’s former wage and hour administrator. Every detail has been put to the test to ensure this course impacts judges, juries, regulators, and employees.

Helps Establish Powerful Legal Defenses

Wage and hour training is compelling evidence of good faith efforts to comply with the law. If your organization is sued, ELT’s Wage & Hour course can help establish a good faith defense, and dramatically reduce damage awards or the settlement value of a case.

“A solid wage and hour training program is essential to ensure compliance with the FLSA and state laws, and to establish legal defenses. Organizations that provide training are more likely to be viewed as good faith employers by the U.S. Department of Labor. ELT’s industry expertise and unmatched legal content make its training solutions the absolute best in the marketplace.”

Tammy McCutchen

Former Administrator, Wage & Hour Division, U.S. DOL

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