

Wage & Hour Violations, Retaliation
Steffens v. Regus Management Group
\$4.6M verdict
2013, San Diego, CA

Synopsis: Multiple employees were missing meal and rest periods. One employee complained of the situation. The complaining employee was terminated. The employee claimed it was due to the complaint. The company claimed it was for other, unrelated reasons.

GHR could have helped detect, prevent, and resolve this!

- With GHR, management would have received notice immediately from multiple sources if meals and rest periods were being missed. Management would have then minimized the meal period issues, prevented a lawsuit, and retained satisfied employees.
- With GHR, there would have been no belated reporting of missed meal periods.
- With GHR, there would not have been just a single employee reporting the missed meal periods, unless the single employee was not being truthful, which would have been powerful evidence for the company at trial.
- At \$3 per employee per month, GHR would have been well worth the investment to deter, resolve, and prevent this type of situation.