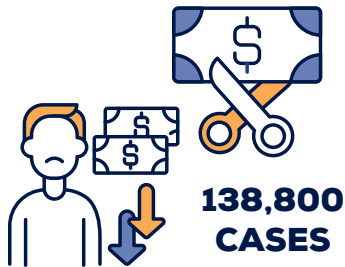


THE IMPORTANCE OF DEFENSE AND INDEMNITY COVERAGE OF FAIR LABOR STANDARDS ACT VIOLATIONS



The Fair Labor Standards Act (FLSA) is a federal law administrated by the U.S. Department of Labor that establishes minimum wage, overtime pay, recordkeeping, and child labor standards.

In 2023, the Wage and Hour Division within the Department of Labor answered more than **913,000 phone calls** from employees looking to find out more in regards to their rights and whether they were violated.



The Department of Labor found over **13,800 cases** with wage and hour violations in 2023. This translated to over 140,000 employees who received back wage awards.

Percentage of agency-initiated investigations where violations were found:



\$2.84 BILLION

Workers' back wages that have been recovered since 2009.



Many carriers only cover defense, which, in some cases, is only 1/5 of the average cost to cover the actual claim.



2022 information from <https://www.dol.gov/agencies/whd/data/charts/fair-labor-standards-act> and <https://www.dol.gov/agencies/whd/data>

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