



## Payments Coming to More Than 1,300 HHS Employees

Checks are in the mail for most employees covered under an NTEU-HHS settlement regarding improper classification under the Fair Labor Standards Act (FLSA), which is the federal overtime statute. Impacted employees received notice of their payment amounts in late May.

The payments under this settlement total about \$1.7 million, adding to the approximately \$2 million already distributed to HHS employees under multiple NTEU-won settlements and arbitration awards.

Here is what you need to know:

- Checks are being mailed to employees' most up-to-date addresses on file with the Settlement Administrator as of July 20, 2020. Employees may still submit an address update after that date, and if their check is returned as undeliverable, the Settlement Administrator will re-mail the check to an updated address.
- An employee can provide an updated address by calling the Settlement Administrator at 1-888-905-1370.
- Employees must cash their checks within 120 days from the date of mailing. Checks not cashed within those 120 days will be voided.
- **Those employees who filed appeals will receive their payments after their appeals are resolved.** Appeals are currently under review.
- Employees with questions may contact the settlement administrator at 1-888-905-1370 or [visit the dedicated settlement page](#).

This settlement stems from a 2012 grievance alleging that 17 different HHS positions were wrongly classified as exempt from, or not covered by, the FLSA's overtime protections. Many of those positions were resolved under earlier settlements and arbitrations. This most recent settlement resolves the remaining positions in the 2012 grievance.

Moving forward, approximately 2,225 HHS employees have been properly reclassified as FLSA nonexempt, entitling them to the full protections of the overtime law.

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