

## **Cash Your Checks Soon to Avoid Missing Out**

Many employees covered under an NTEU-HHS Fair Labor Standards Act (FLSA) settlement have received checks for improperly compensated overtime. If you received such a check, NTEU urges you to cash it promptly to avoid missing out on back pay and liquidated damages that you are rightfully owed.

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 were mailed in early August to employees' most up-to-date addresses on file with the Settlement Administrator.
- Employees must cash their checks within 120 days from the date of mailing. Checks not cashed within those 120 days will be voided.
- Employees with concerns or questions about whether the Settlement Administrator has their correct address 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.

[Learn more](#) about supporting NTEU.