

Economic Consulting Labor & Employment

Our Economic Consulting practice has provided economic and statistical analyses for hundreds of labor and employment matters. We specialize in preparing economic and statistical analyses for clients facing wage and hour, class action, class certification, lost earnings and discrimination issues. We can assist clients in all phases of the litigation cycle from discovery, data gathering, preservation of data and analysis to expert witness testimony. Our team is dedicated to accurate and efficient results.

OUR ANALYSES

- State and FLSA wage & hour claims
- Discrimination claims
- EEOC investigations
- Pay equity analysis
- OFCCP audits
- Reduction-in-force assessment
- Hiring and promotions assessment
- Termination and vacation pay calculation
- Critique of OFCCP reporting requirements and pay equity analysis
- Impact studies (reduction in force, pay decreases, promotions)
- Assessment of labor market conditions for availability of protected class members
- Valuation of front and back pay
- Assessing potential damage periods
- Valuing employee stock purchase
- Measuring mitigation opportunities
- Calculation of lost earnings

Our expertise

In labor and employment litigation, FTI Consulting brings a depth of experience; we have expert knowledge of recent court decisions and the economic implication. We use sophisticated technology and security at each stage of the case, including data extraction, data storage, programming and analysis. In matters both large and small, we are dedicated to giving our personal attention.

Our professionals

Our Labor and Employment team has extensive experience in assisting clients with economic and statistical data analyses. Our team, including well-known academics, is adept at preparing, analyzing and summarizing large amounts of data. We have provided testimony in federal and state courts.

Our value











Manage Large / Complex Data Sets: We can quickly and effectively handle large amount of data in both hardcopy and electronic form, including data such as daily timekeeping records and payroll records for thousands of employees spanning several years. Our professionals will collect and organize the data, perform relevant analysis and summarize the results.

Perform Statistical Analysis: We can statistically analyze whether attributes of putative class members comport with the concepts of commonality and typicality in the context of class action cases on a statistical basis. Through analysis of payroll, timekeeping and personnel records, we can identify and quantify unpaid overtime hours and unrecorded meal and rest breaks. Our team can also statistically assess exempt / non-exempt designation and perform large-scale data analysis for FLSA and wage / hour compliance.

Provide Expert Testimony: We use our expertise in statistical analysis, and years of testifying experience to develop opinions on issues such as class certification and economic damages that result from wage and hour claims.

Our services

Wage and Hour Analysis: Economic evaluation of payroll, timekeeping and personnel records. Assessment of time allocation across various job duties. Identifying and quantifying unpaid overtime hours. Evaluation of quantification for missed meal break and rest break matters. Statistical assessments of exempt / non-exempt designation. Large-scale data analysis for FLSA and wage / hour compliance. Our experience includes:

 Unpaid Overtime	 Off-the-Clock Claims	 Mileage Reimbursement	 Donning and Doffing Claims	 Regular and Straight Rate Calculations
 Meal and Rest Breaks	 Round Time	 Misclassification	 Reimbursement Issues	 Misc. Compensation Issues

Including State and Federal Penalties / Interest

Class Certification: Analyze named plaintiff and putative class characteristics from an economic perspective to determine if factual attributes comport with the concepts of commonality and typicality.

Discrimination Analysis: Economically and statistically evaluate claims of discrimination on the basis of age, race, gender, religion and national origin in employment class action and EEOC enforcement matters.

Potential Damage Estimates: Calculate potential damage estimates associated with wage and hour claims for settlement and mediation. A preliminary estimate is often useful in mediation and settlement discussions as well as formalizing our future role and case strategy.

Workforce Strategy/People Analytics: Helping companies to create more efficient and productive workforce processes (hiring, compensation, evaluation, team building, termination).

M&A Employment Auditing: Helping purchasing companies audit employment processes of the company purchased for two reasons: 1) potential liability; 2) fit between the two organizations.

For more information on our range of services, please contact:

MICHAEL SALVE

Senior Managing Director
 +1 646 453 1239
 michael.salve@fticonsulting.com

ROBERT FUITE

Managing Director
 +1 206 689 4489
 robert.fuite@fticonsulting.com

ANDREW COOK

Senior Director
 andrew.cook@fticonsulting.com