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In one of the largest recoveries of overtime wages in recent years for the U.S. Department of Labor, oil and gas service provider, [Halliburton](#), has agreed to pay \$18,293,557 to 1,016 employees nationwide. The department's Wage and Hour Division investigated Halliburton as part of an ongoing, multi-year compliance initiative in the oil and gas industry in the Southwest and Northeast.

Investigators found Halliburton incorrectly categorized employees in 28 job

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where they belong – in the pockets of hardworking people and their families,” said U.S. Secretary of Labor Thomas E. Perez. “Employers who don’t pay their employees the wages they have earned don’t just hurt their workers, they undercut employers who play by the rules. That’s why we work every day to help level the playing field.”

The Wage and Hour Division’s ongoing education and enforcement initiative addresses changes in the fast-growing oil and gas industry. The agency seeks to ensure industry employers comply with labor laws. The oil and gas industry also depends on many related businesses – trucking, lodging, water and stone haulers, staffing companies and others – to support its operation. Working with industry leaders, employers and trade associations, the division offers training and education to promote compliance and awareness of FLSA requirements. By doing so, it is encouraging industry leaders to serve as models for industry-wide compliance. At the same time, the division is informing workers and community groups about the initiative, their rights as workers, the division’s services and its availability to review and investigate worker complaints regarding violations.

“Our combined enforcement and education effort protects workers’ wages and helps employers comply with federal law,” said Betty Campbell, the division’s acting southwest regional administrator. “Ignorance is never an excuse for violating the law. The Wage and Hour Division offers a great deal of [compliance assistance](#) and stands ready to help workers and employers alike. We welcome and appreciate the cooperation of employers, like Halliburton, as we continue our investigations and educate employers about how wage violations hurt their industry and our nation’s economy.”

Founded in 1919, Halliburton is one of the world’s largest providers of products and services to the energy industry. The company has more than 70,000 employees, representing 140 nationalities in more than 80 countries worldwide.

Simply paying an employee a salary does not necessarily mean the employee is not

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The FLSA requires that covered, non-exempt employees be paid at least the federal minimum wage of \$7.25 per hour for all hours worked, plus time and one-half their regular rates, including commissions, bonuses and incentive pay, for hours worked beyond 40 per week. Employers must maintain accurate time and payroll records.

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