

# **U.S. Department of Labor: Investigation results in Wisconsin assisted living facilities paying \$113,701 in overtime back wages to 114 employees**

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**NEW FRANKEN, WI** – Following an investigation by the U.S. Department of Labor's Wage and Hour Division (WHD), Anna's Healthcare Inc. will pay \$113,701 in overtime back wages to 114 current and former employees at both of its Wisconsin residential healthcare facilities in New Franken and Sturgeon Bay. Violations of the overtime and recordkeeping requirements of the Fair Labor Standards Act (FLSA) were identified.

WHD investigators found Anna's Healthcare Inc. failed to accurately record the number of hours worked by hourly employees primarily employed as aides. The inaccurate recordkeeping led the employer to fail to pay employees for all the hours they had worked. These unpaid hours resulted in overtime violations when employees worked more than 40 hours in a workweek. Investigators also found Anna's Healthcare Inc. inaccurately rounded employees' work time, always rounding in the employer's favor.

"Employers must maintain accurate records and ensure employees receive all the

wages they have legally earned,” said Wage and Hour Division District Director David King in Minneapolis. “We encourage employers to make use of the many tools we provide to help them, and to contact the Wage and Hour Division for assistance to ensure they understand their obligations.”

Employers who discover overtime or minimum wage violations may self-report and resolve those violations without litigation through the [PAID program](#). For more information about the [FLSA](#) and other laws enforced by the Division, contact the Division’s toll-free helpline at 866-4US-WAGE (487-9243). Information is also available at <https://www.dol.gov/whd> including a [search tool](#) to use if you think you may be owed back wages collected by WHD.