

# Joe Tilson Discusses the Release of the Department of Labor's (DOL) Overtime Rule

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Joe Tilson, chair of Cozen O'Connor's Labor & Employment department and chair-elect of the Wage and Hour Defense Institute, discusses downstream issues associated with the May 18 release of the Department of Labor's (DOL) Overtime Rule in the *Daily Labor Report*. The DOL's Wage and Hour Division (WHD) plans to solicit information from stakeholders this summer on the impact of devices such as smartphones and laptops on overtime-eligible workers' hours. An RFI is expected from the WHD in July to seek clarification from employers, worker advocates, unions and technology companies on where the line is crossed from *de minimis* use of such devices to compensable work. "There's quite a bit of confusion and conflict in the case law on the standard for determining what time is *de minimis*," said Joe. "I believe it would be helpful for the DOL to come up with a clearer statement of the circumstances under which checking emails would amount to a *de minimis* activity".

To read the article, click [here](#).



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