

# Jason Schwartz Highlights Emerging Wage-Hour Issues for Employers and Advisers

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Partner [Jason Schwartz spoke with Law360](#) about the key wage-hour issues employers and their legal advisers should be watching in the months ahead. At the top of his list: whether more courts will move away from the two-step certification process for collective actions under the U.S. Fair Labor Standards Act. “If you keep this lower standard earlier in the case, it gives plaintiffs more leverage when they bring these nationwide cases,” Jason said. “Whereas if you wait until later in the case, when more evidence has been developed, it gives more of a chance for there to be a more complete, [fairer] picture of whether it makes sense to certify a collective or not.”

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