

Jim Hammerschmidt Provides Commentary in Law360 Article on Minimum Wage

Jim Hammerschmidt provided commentary on a Law360 article written by Vin Gurrieri and published on January 9, 2017 entitled: "States' Minimum Wage Hikes Roll On Without Federal Increase."

James Hammerschmidt, co-chair of the employment law group at Paley Rothman, told Law360 that President-elect Donald Trump's nomination of Andrew Puzder, the chief executive of CKE Restaurants Inc. — which operates the Carl's Jr. and Hardee's chains — as labor secretary "is a strong indication" that the battle to increase the federal minimum wage will continue to stagnate.

"Mr. Puzder is a vocal critic of an increase in the minimum wage, and President-elect Trump is clearly looking to deregulate the business environment in an effort to pump vitality into the U.S. economy," Hammerschmidt said. "However, businesses need to be careful what they wish for. Inactivity at the federal level has spurred increased activity at the state and local level, which is not necessarily good for business."

For small- and medium-sized businesses that operate in Democratic jurisdictions or across state borders, Hammerschmidt says they could find themselves having to deal with a patchwork of local and state employment laws, like minimum wage regulations, that are not entirely uniform and that exceed federal requirements.

"This means increased cost and aggravation for smaller employers that may lack the resources and sophistication of large companies to stay on top of these changes and adjust their policies and practices locality-by-locality," Hammerschmidt said.

The full article, "States' Minimum Wage Hikes Roll On Without Federal Increase," can be found on Law360 (subscription required).

Jim is Co-Chair of the firm's Employment Law practice group and a member of the firm's Litigation and Appellate practice groups.