



PAUL DECAMP is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the Washington, DC, office of Epstein Becker Green. He is Co-Chair of the firm's national Wage and Hour practice group. A former Administrator of the U.S. Department of Labor's (DOL's) Wage and Hour Division, Mr. DeCamp has more than two decades of experience representing employers and trade associations in the most complex and challenging wage and hour litigations, government investigations, and counseling matters.

Mr. DeCamp has served as lead counsel in class and collective actions across the country. His work spans a broad range of industries, including aerospace, financial services, gaming, health care, hospitality, manufacturing, restaurants, retail, transportation, and many others.

Appointed as Wage and Hour Administrator by the President of the United States in 2006, Mr. DeCamp was the chief federal officer responsible for interpreting and enforcing the nation's wage and hour laws, including the Fair Labor Standards Act (FLSA) and a variety of federal prevailing wage statutes.

Mr. DeCamp's services include:

- Representing employers in wage and hour matters, including complex litigation (class, collective, and hybrid actions);
- Defending clients in wage and hour investigations by federal and state agencies;
- Conducting preventive compliance reviews to evaluate current policies, practices, and procedures;
- Addressing wage and hour concerns that arise in corporate transactions;
- Providing day-to-day advice and counsel on matters ranging from discrete questions involving a single employee to nationwide evaluations affecting thousands of workers and on such issues as exempt/non-exempt classification; salary basis issues, including permissible deductions; measuring working time; regular rate calculations for premium overtime pay; determining proper pay and duties for tipped employees; complying with state laws concerning meal and rest periods; and independent contractor status; and
- Developing strategies for change management to capitalize on opportunities to improve compliance while minimizing associated risks.

His arguments in the federal appellate courts involved such cutting-edge issues as the status of NCAA Division 1 student-athletes under the FLSA, the validity of DOL's tip-pooling regulations, and the deference owed to DOL's subregulatory guidance regarding tipped employees engaged in side work. He is currently litigating the constitutionality of California's Labor Code Private Attorneys' General Act.

A sought-after speaker nationwide, Mr. DeCamp has testified before Congress several times on a variety of wage and hour issues and has written numerous articles, white papers, and book chapters. His commentary has appeared extensively on NPR and in *The Wall Street Journal*, *The Washington Post*, *The Guardian*, *Politico*, *Daily Labor Report*, *Employment Law360*, and *Employment Law Daily*.

Mr. DeCamp's professional accolades include recognition by *Chambers USA: America's Leading Lawyers for Business*, *The Best Lawyers in America*[®], and *The Legal 500 United States*, as well as inclusion on the *Washington DC Super Lawyers* and *Virginia Super Lawyers* lists.

He received his A.B. from Harvard College, *magna cum laude*, in Government, and his J.D. from Columbia Law School, where he was a Notes Editor for the *Columbia Law Review*. After law school, Mr. DeCamp clerked for the Honorable Alan E. Norris of the U.S. Court of Appeals for the Sixth Circuit.

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