

## U.S. Department of Labor – Opinion Letters

Since the first of the year, the Wage and Hour Division (WHD) of the U.S. Department of Labor has released over 20 [opinion letters](#) detailing official WHD policies on various wage-and-hour issues. These letters represent the first such publications from the Department since the Obama administration abandoned WHD opinion letters in 2010.

While you can review all of the released rulings at the link included above, at least two of the letters are worth noting here. These two letters address the following topics:

- [Employee Travel Time](#) – does it qualify as “work time?”
- [Rest Breaks](#) related to an employee’s health condition – is the employer required to compensate for that time?

Keeping in mind that stricter state regulations on the same subject generally override federal regulations, it is, nevertheless, useful for employers (including religious charities and other faith-based organizations) to pay attention to these rulings as they represent the official position of the federal government on the issues in question.

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