

# Fedex Employee Policy Manual.pdf

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In *Lubin v. The Wackenhut Corp.*, the plaintiffs were security guards who claimed they should be certified as a class because their employer maintained a consistent policy of requiring them to remain constantly on-duty throughout their shifts at certain job sites. (The facts of the case were therefore basically similar to those in *Augustus v. ABM Industries, Inc.*)

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Kudos to the DFML for getting this document out somewhat early. The MA law doesn't require draft regulations until March 31 and final regs until July 1, 2019 – very late in the game, considering employer and employee contributions start on July 1.

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