



# Fisher Phillips Partner Breaks Down Wage and Hour Obligations During Natural Disasters

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In an interview with Law360, **Teresa Valderrama** discusses employer's legal obligations during and after natural disasters, such as hurricanes. While many of the considerations involve wage and hour law, Teresa advises that employers should be careful in how they handle evacuation orders. Under the Texas Labor Code, for example, an employer can't terminate or discriminate against an employee because they followed an evacuation order, with some exceptions. "You can't choose not to pay them for a hurricane evacuation," Teresa says.

To read the article visit [Law360](#) (subscription required).

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