



Wage & Hour Tip Of The Week

Why It's Important to Tell Your Superstar Employee Not to Sweep The Floor Before Her Shift

The attorneys in Seyfarth Shaw's Wage & Hour Litigation Practice Group provide the following tip to help ensure your good faith compliance with state and federal wage and hour laws:

You own Tequila Mockingbird. A classy place with classy employees. Atticus — your go-to hourly-paid waiter, bus boy, and occasional bartender — arrived 45 minutes before his shift started, greeted management, and decided to sweep up some of last night's leftovers. Well, he might as well have been sweeping cash right into his pocket. Because you knew or should have known he was doing work. And even though you did not request this kind gesture, employers are required to pay for the extra time an employee works, on or off a shift.

Work not requested by an employer, but work suffered or permitted nonetheless, ***is still work that must be compensated.***

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