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November 2016 Newsletter from Gignilliat, Savitz & Bettis, LLP

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November 2016 Newsletter

Compensable Time and Overtime – FLSA Compliance

Many employers track the hours and schedules of hourly employees, but employers frequently forget they are required to track the hours of salaried non-exempt employees also. Employees covered by the Fair Labor Standards Act (FLSA) must receive overtime pay for time worked over 40 hours in a workweek of at least one and a half times their regular rate of pay.

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The Bermuda Triangle of Employment Law: The ADA, FMLA and SC Worker's Compensation Act

The interaction among the Americans with Disabilities Act (ADA), Family Medical Leave Act (FLMA) and workers' compensation laws is frequently referred to as the Bermuda Triangle of employment law and can appear confusing when managing an employee with a need to be out of work long-term. Navigating the Triangle is easiest in three steps: 1) determine which law(s) apply to your company; 2) know what each law requires; and 3) analyze whether your employee's situation applies to any of the laws.

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