



## Wage and Hour Errors Common at Small Employers

News

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Joel Rice was quoted on *SHRM.org* on November 19, 2014. The article “Wage and Hour Errors Common at Small Employers” discussed common errors amongst small employers regarding wage and hour compliance.

Joel said, another common wage and hour error is not including time spent answering the phone or working on the computer before or after regularly scheduled worktime. “Instruct managers not to contact nonexempts during nonwork hours unless it’s an emergency,” he recommended. And nonexempts should be instructed not to access e-mails after hours. If they do anyway, they have to be paid for that time, but can be disciplined for violating a work rule, Joel noted.

To read the full article, please visit [SHRM.org](http://SHRM.org).

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### ***Related People***



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