

What Should Employers do if an Employee Turns Down a Pay Raise?

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While it may not happen often, there are many reasons an employee may turn down a pay raise. But what should an employer do in this situation? *SHRM* explores this scenario with Philadelphia partner, Michael Gale, who says: There are no federal laws that would obligate an employer to give an employee an unwanted pay raise. But HR should document—preferably with the employee's signature—that the employee declined the raise. That way, the reason is recorded if the employee later complains that he or she is being paid less than similarly situated employees.”

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