Not Paying Employees On Time? It's Considered An FLSA Violation

Publication
8.15.14

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The U.S. Court of Federal Claims *Martin v. U.S.* decision underscores important propositions to the effect that:

- Failing to pay non-exempt employees the FLSA-required minimum wage or overtime compensation by the next regular payday for the workweek (or by the next regular payday for the longer pay-period in which the workweek ends) after they can be determined violates the FLSA, and
- Such violations give rise to claims under the FLSA for "liquidated damages," even if the employee is later paid the underlying required wages.

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