



Florida Attorney Talks Wage and Hour Rules During Inclement Weather with SHRM

News

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In an interview with *SHRM*, **Megan Janes** shares her insights on the wage and hour rules that apply to nonexempt and exempt employees during winter storms. When discussing nonexempt employees who are paid on a fluctuating-workweek basis under the FLSA, she states that employees normally must be paid their full fluctuating-workweek pay for every workweek in which they perform any work. “Inclement weather policies should be in the employee handbook and discussed in e-mails or other written communications to employees, reminding workers about what to expect as inclement weather approaches,” Megan said.

To read the article, visit [*SHRM*](#).

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