

Memphis Partner Discusses Wage and Hour Disputes: Attempting to Recoup Training Costs

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Employers may believe their investment was a waste if an employee leaves soon after paying for expensive training sessions, but before attempting to recoup training costs, think about the potential for a costly wage and hour dispute.

In an interview with *SHRM*, **Courtney Leyes** shares her insight on how employers can avoid wage and hour disputes when attempting to recoup training costs. She explains that if the training is voluntary and job-related and the employee has signed an agreement to repay the costs if they leave within a certain period, then the employer may be able to recoup the costs.

Courtney also explains that taking legal action to reclaim the money could lead to wage and hour disputes. "They could find themselves in a wage and hour dispute with that employee. It could create a bigger mess than the cost of recouping that training."

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