



Wage and Hour and Healthcare Attorneys Discuss How On-Demand Pay Could Help Combat the Nursing Shortage

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In a bylined article published in *Medical Journal Houston*, **Sarah Wieselthier** and **Kevin Troutman** discuss the benefits of on-demand pay, which provides employees access to their earned wages before payday, and how it can help solve healthcare employers' recruitment and retention issues.

The authors explain that by setting parameters, healthcare employers can customize the benefits program to meet their business needs and ensure compliance with state-specific wage and hour laws. Employers can choose how many times an employee can access their wages in advance of payday per pay period and what percentage of their wages can be accessed before payday.

They emphasize the importance of federal and state wage and hour compliance and provide a list of issues to consider before implementing on-demand pay programs, as well as best practices.

To read the article visit [Medical Journal Houston](#).

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