



Columbia Partner Discusses How Employers Can Prevent Regular Rate Wage Mistakes

News

5.02.23

In an interview with *McKnight's Senior Living*, **Susan Boone** discusses how employers can take steps to prevent regular rate wage mistakes. "Long-term care providers must remember that the Department of Labor construes the regular rate exclusions narrowly in favor of employees, so these employers should make sure that each criteria for every statutory exclusion is satisfied," said Susan. She goes on to explain that long-term care providers can avoid missteps and becoming the target of a DOL investigation by "... conducting a self-audit of their regular rate practices to confirm that their real-life practices match their overtime and regular rate policies [and] ensure they have accurate documentation of related timekeeping and payroll records and that they are offering perks and benefits to their employees without running afoul of federal wage and hour law."

Susan also discusses this topic in depth in a [recent article](#) published in *Employee Benefit Plan Review*.

To read the article visit [McKnight's Senior Living](#).

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