



Partner Talks to SHRM About Prohibition on Comp Time for Nonexempt Workers in Private Sector

News

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In an interview with *SHRM*, **John Skousen** discusses the fact that private-sector employers are prohibited from offering future paid time off to nonexempt employees in lieu of complying with the overtime requirements of the Fair Labor Standards Act (FLSA). He thinks a big reason that this type of comp time is not permitted for nonexempt employees in the private sector is because it cannot be taxed. He notes that “exchanging wages for time off is, among other things, at odds with the payroll and income tax structure that fuels government budget and programs, including unemployment and Social Security benefits.”

To read the full article visit [SHRM](#) (subscription required).

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