Winter weather and the workplace

Navigating the FLSA and employee pay



Yes! We're

OPEN

Is the business open or closed?

Sorry! We're CLOSED

Does employee report to work?

Is employee exempt or non-exempt?

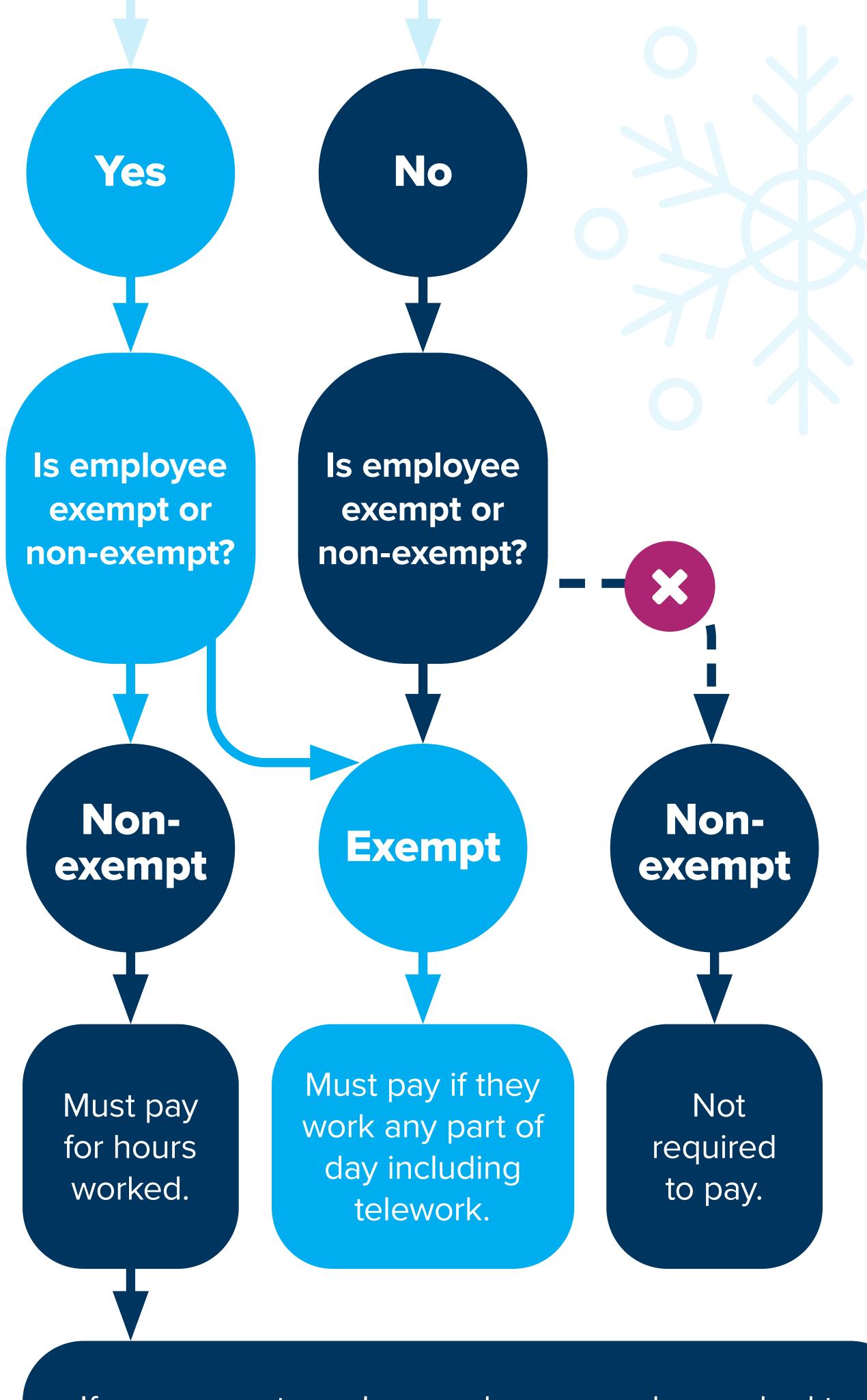
Exempt

Must pay if

business is

closed for less

than a full



work week.

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Not required to pay.



The Wage and Hour Division of the Department of Labor issued more than

20,215
compliance actions in FY 2023.

If non-exempt employees show up and are asked to stay until the situation is assessed, they must be paid, even if there is nothing for them to do.

