



Mineral



Question of the Week

NOVEMBER 16, 2022

QUESTION

An employee let us know their paycheck was short. Can we wait to pay the difference on their next check?

ANSWER

Don't wait. If the employee was underpaid, it is in your best interest to pay the employee the difference immediately. Wages are due on the regular payday for the pay period covered, as required by the Fair Labor Standards Act. State law may apply as well. When an error occurs and results in an underpayment, the employer is technically in violation of the law, even if it was a system error or caused by an employee's timekeeping mistake.

This Q&A does not constitute legal advice and does not address state or local law.