



State Laws on Compensation Checklist

The more questions to which you answer “yes,” the more care you have taken to ensure that your salary and pay policies comply with state law.

	Yes	No
In designing your salary and pay policies have you considered the following state laws:		
Discrimination laws?	<input type="checkbox"/>	<input type="checkbox"/>
Equal-pay law?	<input type="checkbox"/>	<input type="checkbox"/>
Minimum wage?	<input type="checkbox"/>	<input type="checkbox"/>
Employees exempt from minimum wage?	<input type="checkbox"/>	<input type="checkbox"/>
Restrictions on deductions from employees' pay?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for overtime?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for all hours worked?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for travel time?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for waiting time?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for unauthorized time?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for unauthorized overtime?	<input type="checkbox"/>	<input type="checkbox"/>
Recordkeeping requirements?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for commissioned salespersons?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for drivers?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for pieceworkers?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for hourly rate employees?	<input type="checkbox"/>	<input type="checkbox"/>
Pay for salaried employees not exempt from overtime laws?	<input type="checkbox"/>	<input type="checkbox"/>
Inclusion of bonuses in overtime compensation?	<input type="checkbox"/>	<input type="checkbox"/>
Restrictions on child labor?	<input type="checkbox"/>	<input type="checkbox"/>
Deductions for child support?	<input type="checkbox"/>	<input type="checkbox"/>
Deductions for garnishments?	<input type="checkbox"/>	<input type="checkbox"/>
Split shifts?	<input type="checkbox"/>	<input type="checkbox"/>
Meal periods?	<input type="checkbox"/>	<input type="checkbox"/>
Rest breaks?	<input type="checkbox"/>	<input type="checkbox"/>
Day of rest?	<input type="checkbox"/>	<input type="checkbox"/>

**Checklist**

	Yes	No
Assignment of wages?	<input type="checkbox"/>	<input type="checkbox"/>
Deadline for paying terminated employee?	<input type="checkbox"/>	<input type="checkbox"/>
Termination or severance pay?	<input type="checkbox"/>	<input type="checkbox"/>
Vacation pay, including upon the termination of employment?	<input type="checkbox"/>	<input type="checkbox"/>
Parental-leave pay?	<input type="checkbox"/>	<input type="checkbox"/>
Jury-duty pay?	<input type="checkbox"/>	<input type="checkbox"/>
Pay periods?	<input type="checkbox"/>	<input type="checkbox"/>
Explanations for calculating pay?	<input type="checkbox"/>	<input type="checkbox"/>
Required disclosures to employees?	<input type="checkbox"/>	<input type="checkbox"/>
Time for paying wages?	<input type="checkbox"/>	<input type="checkbox"/>
Providing uniforms?	<input type="checkbox"/>	<input type="checkbox"/>
Meal credit?	<input type="checkbox"/>	<input type="checkbox"/>
Lodging credit?	<input type="checkbox"/>	<input type="checkbox"/>
Tip credit?	<input type="checkbox"/>	<input type="checkbox"/>
Ability to cash check without paying a fee?	<input type="checkbox"/>	<input type="checkbox"/>
Military leave?	<input type="checkbox"/>	<input type="checkbox"/>