

I'm Owed! Top Wage and Hour Mistakes Employers Make and How To Avoid Them



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1. Donating the Tip Jar Proceeds



2. Including Managers or Supervisors in Tip Pool



3. Including Back-of-House Employees in the Tip Pool and Taking the Tip Credit



4. Requiring Smokers to Clock-Out for Cigarette Breaks



5. Not Including Bonuses In the Regular Rate for Hourly, Non-Exempt Team Leads



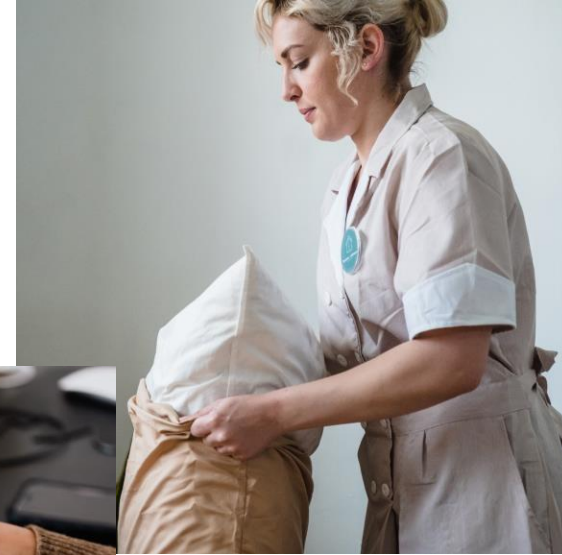
6. Not Including Service Charges in the Regular Rate of Pay



7. Having Salaried Managers Perform Hourly Tasks



8. Making Improper Deductions for Uniforms, Cash Shortages, etc.



9. Violating 80/20/30





10. Not Providing a Tip Credit Notice





Questions?



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Thank You!

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