

Regular Rate

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By Russell B. Berger

Welcome to One Minute of Overtime, where I will share insights on Labor and Employment Law topics, mostly related to minimum wage and overtime compliance issues.

Compliance in this area of law is nuanced and technical, so it is critical for employers to audit and adjust their practices to remain compliant, so stop by to stay up-to-date and in-the-know.

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Bona Fide Meal Break

An employer does not have to pay an employee for time spent on a bona fide meal break. However, to qualify as a bona fide meal break the employee must be completely relieved from duty and should not be interrupted for thirty minutes or more.

ONE MINUTE OF OVERTIME
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The regular rate does not include: pay for expenses incurred on the employer's behalf; premium payments for overtime work or the true premiums paid for work on Saturdays, Sundays, and holidays; discretionary bonuses; gifts and payments in the nature of gifts on special occasions; and payments for occasional periods when no work is performed due to vacation, holidays, or illness.