

Q&A - Do we have to pay an employee for time during a disciplinary meeting?

A: Yes, you do. Under the Fair Labor Standards Act, employees must be paid for all time working on behalf of an employer. Discussions about performance and other disciplinary discussions are no exception. Essentially, if you require an employee to attend a meeting, whether it's a disciplinary meeting, a celebration, a meeting about a business situation or even a client holiday party, if their attendance is mandatory, you must compensate them for that time.