



Dallas Partner Breaks Down Pre- and Post-Shift Compensable Time for Employers

News

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In an interview with SHRM, **John Skousen** discusses the challenges in identifying and recording compensable time that may fall outside an employee's shift. John explains that pre- and post-shift work may include unlocking a building, setting up supplies in work areas, reviewing work orders, and responding to calls about work issues or scheduling. One key is providing ample training for managers, John adds. "Curing time-recording errors must start at the top where managers implement and enforce the policies. Because systematic liability accrues every day when errors occur, the accumulation of liability could lead to millions of dollars of exposure."

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