

Hr Compliance Mistakes You May Not Know You're Making

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1. Hiring:

- Seeking an applicant's salary history.
- Asking about criminal history too soon.

2. Pay & overtime:

- Failing to pay employees for rest breaks, training, and travel.
- Failing to pay 'unauthorized' overtime.

3. Leave:

- Counting job-protected leave against an employee.
- Requiring a doctor's note for every sick day.

4. Termination:

- Withholding final pay until company property is returned.
- Failing to pay out unused vacation when required.