

THE ORANGE COUNTY

# REGISTER

---

| **MONDAY**, Oct. 31, 2005 |

---

ORANGE COUNTY REGISTER

# BUSINESS MONDAY

MONDAY, OCT. 31, 2005

# Pay schedule shifts are allowed

**Q.** I am a salaried employee. The company that I work for is changing their pay period and we will be getting a paycheck for the amount of one work week instead of two in the upcoming pay period.

Our pay period is a Sunday to Sunday, being paid on Thursdays before the end of the second week. We will now be paid on Fridays, too.

What happens to this lost week of pay? Am I only getting paid for 51 weeks of work now instead of 52? Can they legally do this?

**A.** "Yes and no," said Keith G. Bremer, partner of law firm Bremer Whyte Brown & O'Meara LLP, headquartered in Newport Beach.

"First, an employer cannot unilaterally withhold one week's

wages.

"I recommend that you confer with your company's controller and confirm that you have indeed lost a week's worth of pay.

"In the event you have actually lost one week's worth of wages, and your employer is unwilling to address the situation, then you should contact the Labor Board to lodge a complaint or hire an attorney to perform further investigation.

"Second, an employer can make changes to your pay schedule.

"Companies can issue payroll once per week or once every two weeks, only on the first and fifteenth of each month.

"An employer is well served

to notify an employee of the planned change at least one full payroll cycle in advance of any new schedule.

"The law requires that work performed between the first and 15th of each month be paid by the 26th date of the same month. Work performed between the 16th and last day of the month must be paid by the 10th of the next month."

## IF YOU HAVE QUESTIONS

**Write:** Work Q&A

The Orange County Register

P.O. Box 11626

Santa Ana, CA 92711-1626

**Fax:** (714) 796-3685

**E-mail:** [business@ocregister.com](mailto:business@ocregister.com)

Letters cannot be individually answered.