

Must vacation, sick leave be listed on pay stubs?

Q. Our pay stubs currently list employees' available vacation, sick and other leave hours. Our new software allows employees to log in and check that balance anytime. Can we eliminate that information from the pay stubs? — T.L., Texas

A. Yes. There's no federal requirement that you provide leave time information on pay stubs. In fact, the Fair Labor Standards Act (FLSA) doesn't require you to provide vacation leave, sick leave or other leave benefits at all, with the exception of special laws such as the FMLA and military leave laws.

The FLSA does require you to keep accurate pay records, but you don't have to provide every bit of information on pay stubs. Always check with your state's labor department for any special rules.