

Salaried worker on FMLA: How to pay half days?

Q. We have a salaried employee who needs to take FMLA leave. Some days off will be full days, so they would be unpaid (unless she has vacation or personal time). But how do we pay for the intermittent days on which she only takes a half day off? — Mary, Nebraska

A. Salaried employees are generally entitled to a full day's pay for any work they perform that day, pursuant to the Fair Labor Standards Act's salary pay requirement. However, the FMLA provides an exception to that rule. If your employee works half a day, the other half-day taken for FMLA leave can be unpaid, assuming she chooses not to use any vacation or personal time to make up the shortfall in pay.