

Employees sent on weekend training time: Does that affect their overtime pay?

Q. We sent a few employees to training over a weekend. They weren't required to attend, but the course will help them do their jobs better. We paid the hourly workers for that time, but not overtime. Do we owe them overtime if they worked 40 hours before the training session? — P.K., Texas

A. Yes, time spent attending training that will assist employees in performing their jobs is compensable time under wage-and-hour laws. The time spent doing this "work" must be aggregated with all other hours worked during the same workweek in determining whether and how much overtime is owed.