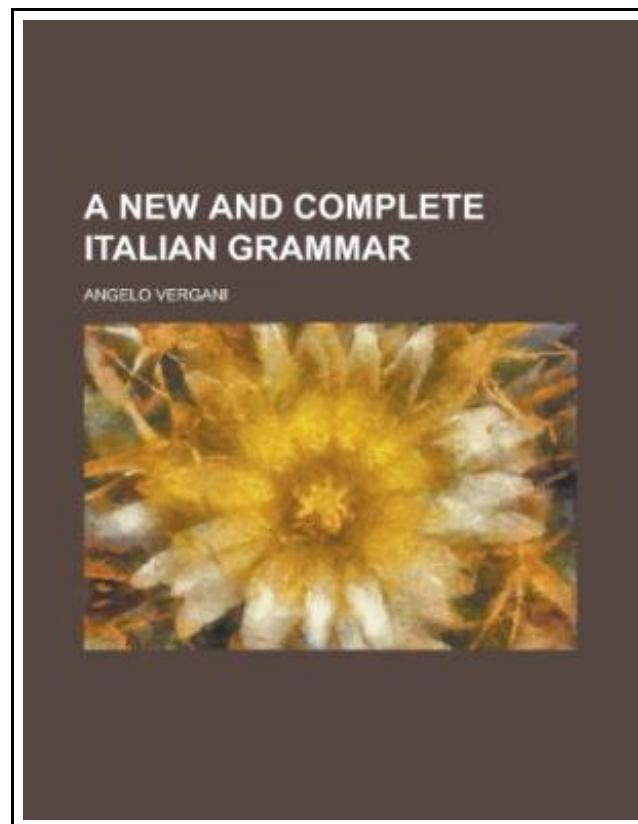


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 96 pages. OCLC Number: (OCOLC)49861669 Subject: Gain sharing -- United States. Excerpt: . . . 11 testimony, in CFR 778. 209 and 210, there is a great deal of flexibility. You dont have to calculate each time the person is paid overtime. You can wait till the period on the bonuses is paid. You can do the bonus as a percentage. It outlines a whole lot of ways that this can be simply done. One example given of companies who seek advice is that the ways they are told do it by lawyers are very complicated. Well, that is fine if they want to do it that way, but they dont have to do it that way. The regulations make it clear; there are ways to include the bonuses that are not complicated. And in this age when people already have to calculate tax withholding and other things that they have to do in the pay system under Federal law they have all of the records that are necessary to include the bonus. They already have to have a payroll system, and it is not a complicated system to include it. But let us pretend that it is. If you read the regulation in 210, which says if you pay a bonus and you figure out what percentage the bonus was of the overall salary the person made that year and just add to the overtime the person made that year that same percentage, that complies with the law. If you read that and then read this legislation, which says that an employer, before he can do this, has to be able to show that he is in good faith for the purpose of distributing to employees additional...

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