



# Wage and Hour Laws: Kansas

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A Q&A guide to state-specific wage and hour laws for private employers in Kansas. This Q&A addresses nuances of state law, including minimum wage, overtime, exemption and litigation questions. Federal, local or municipal law may impose additional or different requirements. Answers to questions can be compared across a number of jurisdictions (see Wage and Hour Laws: State Q&A Tool).

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## OVERVIEW OF STATE WAGE AND HOUR LAW

1. Please list each wage and hour statute (for example, mini-FLSA laws, minimum wage, overtime, child labor, state government contracts, wage payment, timekeeping and callback/report-in pay statutes). For each, please describe:

- Which employers are covered.
- Whether it provides for a private right of action.
- The entity that administers the statute.

### WAGE PAYMENT

The Kansas Wage Payment Act (KWPA) controls payment of wages and benefits, including:

- Timing of payment.
- Payment on separation.
- Withholding and notifications.

(See generally, *Kan. Stat. §§ 44-301 et seq.* and Question 7).

### Covered Employers

The KWPA applies to all Kansas employers.

### Private Right of Action

Employees can file either a:

- Wage claim with the Kansas Department of Labor (*Kan. Stat. § 44-322a*).
- Private lawsuit (*Kan. Stat. § 44-324*).

### Administration

The Kansas Department of Labor administers state wage and hour laws.

### MINIMUM WAGE

Employers must pay employees at least the minimum wage, which is currently \$7.25 per hour (*Kan. Stat. §44-1203*) (see Question 4).

### Covered Employers

The minimum wage requirement applies to all employers except those covered under the provisions of the federal *Fair Labor Standards Act* ([www.practicallaw.com/5-501-9884](http://www.practicallaw.com/5-501-9884)) (FLSA).

### Private Right of Action

Employees can file either a:

- Wage claim with the Kansas Department of Labor.
- Private lawsuit to recover unpaid wages, costs and reasonable attorneys' fees.

### Administration

The Kansas Department of Labor administers state wage and hour laws.

### OVERTIME

An employee must receive one and a half times their hourly wage rate for employment in excess of 46 hours in any week (*Kan. Stat. § 44-1204*) (see Question 3).

### Covered Employers

The overtime requirement applies to all employers, except for certain limited exceptions (for more information, see *Kan. Stat. § 44-1204*).

### Private Right of Action

Employees can file either a:

- Wage claim with the Kansas Department of Labor.
- Private lawsuit to recover unpaid wages, costs and reasonable attorneys' fees.

### Administration

Overtime laws are administered by the Kansas Department of Labor.

### CHILD LABOR

Employers may not employ minors under 14 years of age except under certain proscribed exceptions:

- Children employed by their parents in nonhazardous occupations.
- Domestic service.
- Casual labor in or around a private home.
- Delivery or messenger work.
- Delivering or distributing newspapers or shopping news.
- Agricultural, horticultural, livestock or dairying pursuits and related employment.
- Children employed as actors, actresses or performers in motion pictures, theatrical, radio or television productions.

(*Kan Stat. §§ 38-601, 38-614*).

Minors under 16 years of age may be employed a maximum of 40 hours per week and eight hours per day, except for students engaged in school food service preparation or certain employed student learners (*Kan. Stat. § 38-603*) (see Question 6).

### Covered Employers

Every employer in Kansas is covered by this child labor law.

### Private Right of Action

There is no private right of action under this law. It is the duty of the state Labor Commissioner and his deputies to inspect premises for violations of the statute and file complaints to enforce its provisions. It is the duty of the county attorney to appear and prosecute all complaints filed.

### Administration

Overtime laws are administered by the Kansas Department of Labor.

## EXEMPT EMPLOYEES

2. With regard to your state's primary wage and hour statute (the one most similar to the federal FLSA), please describe:

- Exempt classifications of employees and what provisions of the law(s) they are exempt from.
- The test(s) used to determine whether an employee is exempt.
- Any significant differences with the FLSA regarding exemptions that practitioners should be aware of.

The exempt employee classifications for Kansas come from the *Fair Labor Standards Act* ([www.practicallaw.com/5-501-9884](http://www.practicallaw.com/5-501-9884)) (FLSA).

### EXEMPT CLASSIFICATIONS

The primary exemption categories are:

- Executive.
- Administrative.
- Computer Software.
- Outside Salesperson.

### EXEMPTION TESTS

#### Executive

To qualify for the executive employee exemption, all of the following tests must be met:

- The employee must be compensated on a salary basis at a rate not less than \$455 per week.
- The employee's primary duty must be managing the enterprise, or managing a customarily recognized department or subdivision of the enterprise.
- The employee must customarily and regularly direct the work of at least two or more other full-time employees or their equivalent.
- The employee must have the authority to hire or fire other employees, or the employee's suggestions and recommendations as to the following must be given particular weight:
  - hiring;
  - firing;
  - advancement;
  - promotion; or
  - any other change of status of other employees.

## Administrative

To qualify for the administrative employee exemption, all of the following tests must be met:

- The employee must be compensated on a salary or fee basis at a rate not less than \$455 per week.
- The employee's primary duty must be the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers.
- The employee's primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.

## Professional

To qualify for the learned professional employee exemption, all of the following tests must be met:

- The employee must be compensated on a salary or fee basis at a rate not less than \$455 per week.
- The employee's primary duty must be the performance of work requiring advanced knowledge, defined as work which is predominantly intellectual in character and which includes work requiring the consistent exercise of discretion and judgment.
- The advanced knowledge must be in a field of science or learning.
- The advanced knowledge must be customarily acquired by a prolonged course of specialized intellectual instruction.

## Computer Employee

To qualify for the computer employee exemption, the following tests must be met:

- The employee must be compensated either on a salary or fee basis (as defined in the regulations) at a rate not less than \$455 per week or, if compensated on an hourly basis, at a rate not less than \$27.63 an hour.
- The employee must be employed as a computer systems analyst, computer programmer, software engineer or other similarly skilled worker in the computer field performing at least one of the duties described below:
  - The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications.
  - The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications.
  - The design, documentation, testing, creation or modification of computer programs related to machine operating systems.

- A combination of the above duties, the performance of which requires the same level of skills.

## Outside Salesperson

To qualify for the outside salesperson employee exemption the following tests must both be met:

- The employee's primary duty must be making sales (as defined in the FLSA), or obtaining orders or contracts for services or for the use of facilities for which consideration will be paid by the client or customer.
- The employee must be customarily and regularly engaged away from the employer's place or places of business.

## Other Significant Exemption Rules

Kansas also grants an exemption to any:

- Employee who is primarily engaged in selling motor vehicles for a non-manufacturing employer primarily engaged in the business of selling such vehicles to ultimate purchasers.
- Person who is sentenced to the custody of the secretary of corrections and any person serving a sentence in a county jail.

(*Kan. Stat. § 44-1204(c)*).

## OVERTIME PAYMENT REQUIREMENTS

3. Please state whether overtime requirements exist in your state. If so, please describe:

- How overtime due is calculated (by day or by week or both).
- How a workday and a workweek are defined.
- The rate at which overtime must be paid and how the rate is defined.
- The penalties for failure to pay overtime.

## OVERTIME REQUIREMENTS

An employee may not be employed for more than 46 hours in any workweek unless he receives one and a half times his regular rate of pay for overtime (*Kan. Stat. § 44-1204(a)*).

## OVERTIME CALCULATION

Overtime in Kansas is calculated by employment in excess of 46 hours in a single workweek (*Kan. Stat. § 44-1204(a)*).

## DEFINITION OF WORKDAY AND WORKWEEK

Kansas does not have a definition of workday or a daily overtime limit. A Kansas workweek for overtime purposes is 46 hours or greater (*Kan. Stat. § 44-1204(a)*).

### OVERTIME RATE

An employee must receive compensation for overtime of at least one and a half times the hourly wage rate at which that employee is regularly employed (*Kan. Stat. § 44-1204(a)*).

### PENALTIES FOR FAILURE TO PAY OVERTIME

An employer who fails to pay overtime is liable for the full amount of overtime compensation due, and for reasonable attorneys' fees (*Kan. Stat. § 44-1211(a)*).

### MINIMUM WAGE

4. If there is a state minimum wage, please describe:

- The current minimum wage and the period it will remain current for.
- Any expected increases in the minimum wage rate, when they will take effect and how long they are expected to be in effect for.
- How tipped employees are treated under the hourly minimum wage.
- Any circumstances under which employers are allowed to pay rates below the minimum wage (for example, obtaining a permit from the appropriate state agency for workers with disabilities, in vocational programs or students), and any requirements for doing so (for example, obtaining a permit).

### CURRENT MINIMUM WAGE

The current minimum wage is \$7.25 per hour (*Kan. Stat. § 44-1203(a)(2)*).

### EXPECTED INCREASES IN MINIMUM WAGE

No increase in minimum wage is currently expected.

### TREATMENT OF TIPS

An employer may include tips and gratuities received by an employee if tips and gratuities have customarily constituted part of the pay of the employee and if the employee actually received and retained those tips and gratuities (*Kan. Stat. § 44-1203(b)*).

### PAYING BELOW MINIMUM WAGE

Payment below minimum wage is permitted as follows:

- Federal law allows any employer in Kansas to pay a new employee under 20 years of age a training wage of \$4.25 per hour for the first 90 days of employment (*29 U.S.C. §206(g)*).
- Full-time high school or college students who work part-time

may be paid 85% of the Kansas minimum wage (as little as \$6.16 per hour) for up to 20 hours of work at certain employers (including retail or service stores, agriculture, or colleges and universities).

- Employees who earn a certain amount of tips every month may be paid a special cash minimum wage of \$2.13 per hour, but must earn at least \$7.25 including tips every hour (*29 U.S.C. §203(m)*).

### COMPENSABLE TIME

5. Please state whether the following categories of time are generally compensable, and if so, under what circumstances:

- Donning and doffing protective gear, clothing or uniforms.
- Participating in security checks.
- Checking e-mail, voicemail or assignments from home.
- Attending lectures, meetings or training programs.
- Traveling to and from work and traveling for work.
- Taking breaks and meal periods.
- Preparatory time (for example, oiling machinery before its use).
- Waiting time (also called "on-call" or "stand-by" time).

Kansas law defines wages as "compensation for labor or services rendered by an employee, whether the amount is determined on a time, task, piece, commission or other basis less authorized withholding and deductions" (*Kan. Stat. § 44-313(c)*). For employees not covered by the FLSA, wages include reasonable cost to employer for meals or lodging when customarily furnished by the employee or paid for by the employer for the employee (*K.A.R. 49-30-2(a)(1)*).

### DONNING AND DOFFING

Compensability of *donning and doffing* ([www.practicallaw.com/7-506-9774](http://www.practicallaw.com/7-506-9774)) protective gear, clothing or uniforms depends of the ease of the donning and doffing activity. Generally, only the simplest tasks akin to donning ordinary clothing will be non-compensable (*Reich v. IBP, Inc., 38 F.3d 1123 (10th Cir. 1994)*). For more information about compensable time generally, see *Practice Note, Compensable Time: Commonly Litigated Activities and Critical Factors: Donning and Doffing Compensable Time* ([www.practicallaw.com/9-508-0191](http://www.practicallaw.com/9-508-0191)).

### SECURITY CHECKS

Kansas does not have specific statutes relating to pay for security checks. Some security check time may be compensable (see Waiting Time).



## CHECKING E-MAIL, VOICEMAIL AND ASSIGNMENTS

Kansas does not have specific statutes relating to pay while employees check email, voicemail or assignments.

## LECTURES, MEETINGS AND TRAINING

Training, lectures or meetings for the employer's benefit are compensable. Time for lectures or training outside of required working hours that is voluntary and to the benefit of the employee, not specifically related to employee's job and during which no productive work is performed, is not compensable. (*K.A.R. 49-30-3(a)(7), (b)(2) and (3)*). For more information about compensable time generally, see *Practice Note, Compensable Time* ([www.practicallaw.com/9-508-0191](http://www.practicallaw.com/9-508-0191)).

## TRAVEL

For non-FLSA employees, travel time to work is compensable when such period of time is compensable by express contract, custom or practice. (*K.A.R. 4-30-3(a)(5)*).

## BREAKS AND MEAL PERIODS

See Waiting Time.

## PREPARATORY TIME

See Waiting Time.

## WAITING TIME

The following waiting time and on-call situations are compensable for employees not covered by the FLSA:

- When the employee is required to report at a specified time, even if the employee does nothing but wait for a work assignment.
- A period of sleep of not more than eight hours during a 24-hour or longer work period when the employee is not permitted at least five hours of continuous sleep.
- A period of time less than 30 minutes between the required report time and the end of the required hours of work.
- Employer or management infers or implies that work must take place during what is typically a non-work period.
- Employee is required to be on-call for employer and is unable to perform personal tasks.

(*K.A.R. 49-30-3(a)*.)

The following time is specifically nonpaid:

- Time when employer has required employee to leave work at home where employee may be reached.
- Period of time greater than 30 minutes when employee has been advised that the period is nonpaid, such as:
  - Lunch period greater than 30 minutes.
  - Periods where employee is waiting to work due to delay and no services are expected and employee can use time for own use.

- Time for lectures or training not specifically related to employee's job.
- Time outside of required working hours spent at employer's work pursuing employee's private interests.

(*K.A.R. 49-30-3*.)

## CHILD LABOR LAWS

6. Please describe any child labor laws in your jurisdiction, including:

- Any minimum working age.
- Any limits on hours that may be worked by minors.
- Any permits or certificates required to employ minors.

## MINIMUM WORKING AGE

No child under 14 years of age may be employed at any occupation or trade in any business or service (*Kan. Stat. § 38-601 & 38-614*). Certain family, domestic, agricultural and other work (newspaper routes, for example) are excepted from the definition of "employment" (*Kan. Stat. § 38-614*). Certain retail, food service and gasoline service establishment work is permitted (*K.A.R. 49-1-69*).

## LIMITS ON HOURS

### 16 Years and Younger

A child 16 years of age and younger may not work:

- Before 7 a.m. or after 10 p.m. (except on evenings that do not precede a school day).
- 40 hours in a week.
- More than eight hours in one day.

(*Kan. Stat. § 38-603(a)*).

Exceptions exist for certain school-related work (*Kan. Stat. § 38-603(b)*).

## REQUIRED PERMITS OR CERTIFICATES

Anyone who employs a child under 16 years of age must obtain and keep on file, and accessible to any inspector or officer, the child labor permit. The permit is not required if the child is enrolled in or attending any secondary school within Kansas. (*Kan. Stat. § 38-604*).

## WAGE PAYMENT REQUIREMENTS

7. Please state whether:

- The law prescribes a regular pay period and, if so, what that pay period is.
- The law prescribes a maximum time following a pay period that payment must be received and, if so, what that time is.
- The law prescribes a maximum time following termination that a final pay check must be received and, if so, what that time is.
- The law prescribes that accrued and unused vacation time is a type of compensation, and if an employer chooses to provide vacation, how it is to be administered, including how much can be carried over from year to year.
- The law prescribes penalties for failure to comply, and if so, what those penalties are.

### REGULAR PAY PERIOD

Every employer must pay all wages due to its employees at least once during each calendar month, on regular paydays designated in advance by the employer (*Kan. Stat. § 44-314(a)*).

### PAYMENT FOLLOWING PAY PERIOD

The end of the pay period for which payment is made on a regular payday must be not more than 15 days before that regular payday unless a variance in the requirement is authorized by state or federal law (*Kan. Stat. § 44-314(h)*).

### PAYMENT FOLLOWING TERMINATION

An employee must be paid no later than the next regular payday following termination. Payment can occur by the regular means of payment or by mail if requested by the employee. (*Kan. Stat. § 44-315*.)

### VACATION

No state law requires the employers to provide vacation (*Sweet v. Stormont Vail Reg'l Med. Ctr.*, 647 P.2d 1274 (*Kan. 1982*)). A vacation policy or practice must be provided in writing or posted if requested by an employee. Earned but unused vacation is payable on termination of employment unless an employer has a policy or practice to the contrary. Vacation policy may include limitations on payouts (*Kan. Stat. §44-320*; *K.A.R. §49-20-1(d)*; *Dillard Dept. Stores, Inc. v. Kansas Dept. of Human Resources*, 13 P.3d 358 (*Kan. App. 2000*)).

An employer can change its vacation policy (for example, from accrual to “earn as you go”) as long as the change is announced before the wages are earned. (*A.O. Smith Corp. v. Kansas Dept. of Human Resources*, 144 P.3d 760 (*Kan. Ct. App. 2005*)).

## PENALTIES

If an employer willfully fails to pay an employee wages as required by law, the employer is liable to the employee for the wages due plus a penalty of the lesser amount of either:

- The fixed amount of 1% of the unpaid wages for each day, except Sunday and legal holidays, upon which such failure continues beginning on the ninth day after payment is required.
- 100% of the unpaid wages.

The employer’s filing of a petition in bankruptcy or the filing of an appeal may stop the accrual of penalties. (*Kan. Stat. § 44-315*.)

## TIMEKEEPING REQUIREMENTS

8. Does the law require employees or employers to record employees’ working time using a specific method? Please describe.

Kansas does not have specific statutes relating to employees’ means of recording time.

## DEDUCTIONS FROM PAY

9. Please describe any circumstances under which a deduction from wages can be made. Please also describe any deductions that could place an employee’s exemption from overtime or minimum wage requirements at risk, and under what circumstances.

No employer may withhold, deduct or divert any portion of an employee’s wages unless:

- The employer is required or empowered to do so by state or federal law.
- The deductions are for medical, surgical or hospital care or service, without financial benefit to the employer, and are openly, clearly and in due course recorded in the employer’s books.
- The employer has a signed authorization by the employee for deductions for a lawful purpose accruing to the benefit of the employee.
- The deductions are for contributions attributable to automatic enrollment in a retirement plan established by the employer described in sections 401(k), 403(b), 408, 408A of the *Internal Revenue Code* ([www.practicallaw.com/2-382-3555](http://www.practicallaw.com/2-382-3555)) (IRC).

No signed consent is required for:

- Deductions made to correct wage overpayments resulting from employer error. Deductions for excess cash advances or allowances not justified by receipts or not used.
- Cash advances requested in writing by employee.





With signed consent, the following are for a purpose accruing to benefit of employee:

- Contributions to/recovery of overpayments to welfare & retirement plans.
- Deductions for benefits under union contract.
- Deductions of sums to personal savings accounts (for example, credit unions).
- Charitable contributions.
- Union dues.
- Cost to employer of meals/lodging from employer that are not part of wages.

The following do not accrue to the benefit of employee and may not be deducted:

- Cash & inventory shortages.
- Breakage.
- Returned checks or bad credit card sales.
- Losses to the employer resulting from theft or negligence.
- Costs of uniforms.
- Special tools or equipment which are customarily supplied by the employer and not necessary to performing duties.
- All other deductions not set out by Kansas statute or regulation.

(*Kan. Stat. § 44-319, K.A.R. §49-20-1*).

## CALLBACK/REPORT-IN PAY

10. Please describe any callback and report-in pay requirements.

### CALLBACK PAY

Kansas does not have specific statutes relating to callback pay.

### REPORT-IN PAY

Kansas does not have specific statutes relating to report-in pay.

## NOTICE TO EMPLOYEES

11. For each wage and hour law, what obligations does an employer have to inform its employees of their rights?

To inform employees of their rights, employers must:

- Notify employees in writing or as required by a *collective bargaining agreement* ([www.practicallaw.com/4-504-1300](http://www.practicallaw.com/4-504-1300)), of the rate of pay and the day and place of payment.
- On an employee's request, make available in writing or through a posted notice maintained in a place accessible

to his employees (or as required by a collective bargaining agreement), employment practices and policies with regard to vacation pay, sick leave and any other benefits to which the employee is entitled and related to wages.

- Furnish to each employee on request an itemized statement of deductions made from his wages under *Kan.Stat. §44-319* for each pay period these deductions are made.

(*Kan. Stat. § 44-320*.)

Additionally, employers may be required to post specific notices with respect to:

- Equal employment opportunity (*Kan. Stat. §44-1012*).
- Child labor, Form K-ESLR 100 (*Kan. Stat. §38-605*).
- Worker's compensation, Form K-WC 40 (*Kan. Stat. §44-573, §44-5,101 and §44-5,102; K.A.R. §51-12-2*).
- Unemployment compensation, Form K-CNS 405 (*K.A.R. §50-3-1(a)*).

## CONSEQUENCES FOR VIOLATION

12. For each wage and hour law listed in response to Question 1, what are possible consequences for employers who violate the law?

### MINIMUM WAGE

Employees can either file:

- A claim with the Kansas Department of Labor.
- A private lawsuit.

Recoverable damages include:

- Unpaid wages.
- Costs.
- Reasonable attorneys' fees.

Employers may be fined no less than \$250 or more than \$1,000 for violations.

(*Kan. Stat. § 44-1210 & 44-1211*.)

### OVERTIME

Employees can either file:

- A claim with the Kansas Department of Labor.
- A private lawsuit.

Recoverable damages include:

- Unpaid wages and overtime compensation.
- Costs.
- Reasonable attorneys' fees.

Employers may be fined no less than \$250 or more than \$1,000 for violations.

(*Kan. Stat. § 44-1210 & 44-1211*.)

### CHILD LABOR

Violation of child labor law is a misdemeanor carrying the following penalties:

- A fine of at least twenty-five dollars but not more than one hundred dollars.
- Imprisonment in the county jail for a period of at least thirty days but not more than ninety days.

(*Kan. Stat. § 38-612.*)

### WAGE AND HOUR

Employees may seek the amount of unpaid wages plus statutory penalties for wilfully withheld unpaid wages. The penalty is one percent of the unpaid wages for each day (except Sundays and legal holidays) after the eighth day on which payment was required, up to 100% penalty. (*Kan. Stat. § 44-315(b).*)

Claims for unpaid wages are subject to the statute of limitations for contracts. Where there is no written contract, a claim for wages is subject to the three-year statute of limitations for oral contracts. (*Kan. Stat. § 60-512(1)*); *Head v. Knopp*, 587 P.2d 867 (*Kan. 1978*). If wages are established by a written contract, the statute of limitations is five years. (*Kan. Stat. § 60-511(1)*). Claims for the statutory penalty for wilful withholding of wages is subject to a one-year statute of limitations. (*Kan. Stat. § 60-514(c)*); *Ingham v. Digital Solutions, Inc.*, 2000 WL 126920 (*D. Kan. 2000*).

### RECORDKEEPING

13. What are the recordkeeping obligations for each wage and hour law listed in response to Question 1?

Employers must make and keep in or about the premises where any employee is employed:

- A record of the name, age, address, gender and occupation of each employee.
- The rate of pay, hourly rate when overtime is worked and the amount paid each pay period to each employee.
- Beginning dates and hours of the workweek or work period for each employee.
- The hours worked each day and each workweek by each employee.
- Date of paydays, all wage payments made during each pay period, including deductions.
- Tips or gratuities received by employees claimed as a credit.
- Policies regarding seniority or merit system.

(*Kan. Stat. § 44-1209 (2012)*; *K.A.R. 49-16-1, K.A.R. 49-31-7.*)

### CHILD LABOR

Employers employing children under 16 years of age are required to obtain and keep on file a work permit (*Kan. Stat. § 38-604*).

The work permit, available from the Kansas Department of Labor, must state certain information, including:

- The name, sex, the date and place of birth, the place of residence, the color of the hair and eyes, and the height and weight of the child.
- The occupation for which the child is employed.
- Information regarding the school last attended and evidence of age.
- Verification that the papers required by the preceding sections have been duly examined, approved and filed, and that the child named in such permit has appeared before the official issuing the permit and has been examined.

(*Kan. Stat. § 38-607.*)

If the child is enrolled in or attending any secondary school within the state, no work permit is required (*Kan. Stat. § 38-604*). One duplicate of the permit must be returned to the Department of Labor (*Kan. Stat. § 38-608*). On the termination of the employment of a child whose work permit is on file, the permit must be returned by the employer within two days to the issuing official (*Kan. Stat. § 38-609*).

### STATE GOVERNMENT CONTRACTS

14. Are state government contracts subject to additional wage and hour requirements? If so please describe the governing law and its requirements.

Kansas does not have specific statutes relating to additional wage and hour requirements for government contracts.

### OTHER SIGNIFICANT DIFFERENCES

15. Please describe any other significant differences between wage and hour law in your state and federal wage and hour law.

Kansas and federal wage laws do not differ greatly. Kansas relies on the FLSA in many areas where it does not have specific statutes.

16. Please insert web links to any wage and hour forms that are often-used by employers from your state's administrative entity administering wage and hour laws.

### OFTEN USED WAGE AND HOUR FORMS

Wage and hour forms often used by Kansas employers are available at the Kansas Department of Labor [website \(dol.ks.gov\)](http://dol.ks.gov).





For more information on wage and hour laws, search for the following resources on our website.

#### Topics

- Wage and Hour Law  
(<http://us.practicallaw.com/topic0-200-0630>)

#### Practice Note: Overview

- Wage and Hour Claims Toolkit  
(<http://us.practicallaw.com/7-500-3815>)
- Wage and Hour Law: Overview  
(<http://us.practicallaw.com/2-506-0530>)

#### Standard Documents

- Payroll Practices and Compensation Policy  
(<http://us.practicallaw.com/1-507-0921>)
- Questionnaire to Determine Exempt Status under the FLSA  
(<http://us.practicallaw.com/8-510-2631>)

#### State Q&A Tool

- Wage and Hour Laws: State Q&A Tool  
(<http://us.practicallaw.com/3-505-9593>)

#### Article

- Wage and Hour Investigations  
(<http://us.practicallaw.com/4-500-8999>)

For the links to the documents referenced in this note, please visit our online version at  
<http://us.practicallaw.com/7-531-5968>

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