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Penalty for falsifying time sheets california queen bed



US DOJ
Accused of
RACKETEERING
COVER-UP



If the color bleeds, have it dry-cleaned instead. If you don't, you might develop allergies or inadvertently weaken your immune system. Blankets: Depending on your blanket fabric, you may need to pay attention to the instructions provided by the manufacturer. Your attorney may advise you to pursue litigation to recover losses in civil court or through the criminal justice system. Consider cleaning them in a commercial washer and dryer instead. Limit access to the internet and social media. Why give employees distractions that can interfere with their productivity? If you refuse to pay for hours you suspect were incorrectly or falsely reported, the employee could file a suit against you for two times their back wages, as well as attorney and court costs. Not you. Don't have time for a proper wash? Luckily, there are plenty of ways you can clean each piece of bedding to keep things fresh, clean and dust mite-free. It's always best to hand wash quilts that are old and fragile. Generally, your wool blankets should only be washed in cold water and put on a low spin setting once in the dryer. Probably not. There are systems and processes that empower you to prevent these losses from occurring in the first place: Enact policy and have employees commit to integrity when reporting the time they work. Detail the procedures you expect employees to follow when tracking and reporting their time. Potential Cost to Your Business. According to Time Theft Statistics Your first impression may be that an employee adding 10 minutes here or there doesn't make that much of a difference. Upgrade to automated timekeeping. Eliminate manual processes that employees can manipulate and move to a system that automatically tracks time when a person is at their workstation. Examine your insurance policy to see if loss from time theft is covered and follow procedures for filing a claim. Moreover, time theft statistics show one-quarter of employees falsely report the amount of time they've worked between 76 percent and 100 percent of the time. Employees responded: 1 to 10 minutes: 25 percent 11-20 minutes: 41 percent 21-30 minutes: 14 percent 31-60 minutes: 14 percent 61+ minutes: 7 percent It's likely that the problem of time theft is costing you more than you may think. The thing is, you won't be able to find anything without the help of a microscope, which can magnify all those small, white spider-like creatures that call your bedding home. The best way to keep them under control? Try vacuuming your blankets. Photo Courtesy: Louise Beaumont/Moment/Getty Images And don't forget about your pillow. | 631.777.1100 Respond. One of the best deterrents to time theft is to show your employees that you are serious about time theft — and you are watching. Never wash your electric blankets or weighted blankets in a machine — for obvious reasons. Invest in a system that gives your managers visibility into the workforce from their smartphones or tablets, so they can see who is on the clock at any given time. But that doesn't change the fact that unwashed bed sheets are a paradise for microscopic dust mites and other allergens. Seek restitution Working with your attorney and insurance company, you may be able to recover losses. Time theft can result in huge losses for your company. They can also help you create a better work environment where there is no question of integrity and mutual trust can grow. Pillowcases should be machine-washed in cold water and dried on a cool setting. Employees can commit theft without taking things. Software Advice also asked how much time employees are stealing in a single shift. Don't forget to wash the sheets in warm water and dry on a high setting to kill any potential bacteria. You may not want to think about it, but pillows can host mold, yeast, and bacteria, which, in turn, can cause conditions like asthma. Research shows this is all more than just theoretical. Provide mobile access for managers. Photo Courtesy: Gary John Norman/Image Bank/Getty Images Bedsheets: If hand-washing, your bed sheets should be washed in hot, soapy water. Never wash silk or velvet quilts. For advice on ways to ensure accurate time and labor management, as well as solutions for payroll, HR, compliance and benefits, contact the New York-based team at Paypro. To make things worse, these cells actually attract dust mites. You should air out your pillows frequently by hanging them on a clothesline — or, if you don't have a clothesline, leave them near an open window. Much of their day could be spent browsing the internet or reading social media posts. Long breaks: Employees can extend 15-minute breaks into much longer periods of time, especially if you don't have processes in place to enforce them. If you've decided to wash your comforter at home, you should do so in cold water and on low heat. Late starts/early finishes: Employees may punch in but not get to work immediately or wrap up their day early, but wait until the official end of the shift to punch out. Yes, the actual pillow, not just the case. (Or, at a minimum, every other week.) If you're sick or taking care of someone who's not feeling well, washing the bed sheets daily is an important step when it comes to getting better. To support any claim you make, it's important to systematically follow and document these steps: Conduct a thorough investigation Findlaw.com says a fair and accurate investigation should follow specific guidelines. It's Time to Pay Attention to Time SCHEDULE A FREE CONSULTATION WITH OUR EXPERTS! If you can't say that you've reviewed reports for the last pay period and you paid for exactly the amount of hours your employees actually spent on the job, you are probably the victim of time theft. Putting processes and technology in place that enforce accurate time reporting can, in some instances, pay for themselves by eliminating the inflated labor costs you now incur. Time Theft Laws Although you are the victim in time theft, as a private employer, you may have a difficult time making your case. Make sure you don't wash them with clothes as this may cause damage or lead to pilling. FLSA also prohibits employers from retaliating against employees who have filed a claim that they haven't received all the wages that you owe them. Personal activities at work: The activity of an employee on a manufacturing line may be easy to monitor, but how about an employee sitting at a computer? The Fair Labor Standards Act (FLSA), you are required to pay for the hours the employee works — which they report to you on a time card or time sheet. Dead skin cells are an unavoidable contaminant since our bodies shed a million skin cells every single day. So if you respond to an employee's lawsuit with a counterclaim for fraud or time theft, it could be considered retaliation under FLSA, unless you can prove the employee was intentionally committing fraud. Defined, time theft is accepting pay from an employer for time not actually worked. Address concerns immediately and appropriately to stop theft of time before it turns into thousands of dollars of losses. No matter your budget or your sleep style, the ideal set of sheets is out there for you. But as a business owner, you know that definition is too limited. We're taking a look at some tips and tricks — and delving into why stretching a set of sheets for that 24-day duration isn't a very healthy idea. Washing Your Sheets 101 Here's the thing: If you're only washing your bed sheets once a month, you're not doing it enough. Ideally, you should be washing them every week. For those of us who enjoy a midnight snack, there might even be some crumbs dotting the bed sheets. A Guide to Washing Your Bed Sheets Already planning your next washing? You should always test the comforter for colorfastness first by dipping a corner into a bit of the detergent. If that employee works 50 weeks each year, the time clock theft grows to about 41 hours — more than a week's worth of work. Someone other than the person who discovered the theft of time should investigate it, you need to maintain strict confidentiality, you should get expert help from a CPA, and attorney, or other professionals, and the investigator should interview the employee, in the presence of witnesses, after all other evidence and information have been collected. Discipline the employee Get the advice of legal counsel when deciding whether to suspend the employee, place them on probation, or terminate employment. Resource Links: "You may not believe how long people wait to change their sheets" via MediaFeed.org "How Often Should You Really Wash Your Sheets? If you don't see anything, you shouldn't feel relief. When using a dryer, try a medium or low setting since high heat might damage the fibers. Maybe that seems acceptable to you, and, clearly, you wouldn't be alone. To avoid further damage, mend any rips and tears before washing your blanket. Wash your sheets regularly in hot water. Photo Courtesy: Deep Look/YouTube Of course, dust mites aren't the only things residing in your sheets. If 10 employees at the same pay rate all add 10 minutes to their time cards each day, it would add up to an annual cost of \$12,300 in additional labor costs — for zero productivity. You may be paying for them to sit in the breakroom and have their morning coffee or to unwind before their evening commute. Need to brighten up white sheets? Maybe this is the time to invest in a new one. What Lives in Your Sheets? By now, you've probably checked your sheets to see if anything's there. Also explain time theft punishment — and stress that those consequences are unavoidable. These systems also generate reports that let you monitor employees' schedules and identify bad habits such as taking long breaks or starting late. As a result, you pay them as if they were actually on the job during that time. Your comforters or bedspreads may require special care that your regular washing machine isn't able to provide as well. According to recent findings, the average person changes their sheets every 24 days or so — or, roughly, every three weeks. Comforters & Bedspreads: Comforter washing is a bit complicated. As a result, they may commit time theft as well. The Best Way to Deal with Time Theft is to Prevent It It's difficult to deal with time theft and recoup losses after the fact, but time theft doesn't have to be a cost of doing business. Fun fact: The best way to prevent your sheets from stretching out is to ball them up when you put them in the washer. You don't want to wake up in the middle of the night covered in sweat because your sheets don't breathe well. If one employee has fallen into the routine of adding time and receives no punishment, it's likely others have noticed and assume there aren't any time theft consequences. But consider this: If an employee routinely adds 10 minutes to each time card, over a five-day work week, that's 50 minutes — almost an hour — of nonproductive time you've paid for. Quilts: Quilts are just as delicate as comforters and should be washed in the same way. Unauthorized overtime: Employees may punch the time clock before the shift starts or far after their shift is over. Known as dust mites, these pests are invisible to the naked eye, but they're around. If your total labor costs are \$30 per hour, time theft by that one employee costs you \$1,230 each year.

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