

SHIFT Launches New Wage & Hour Compliance Training to Strengthen Manager Readiness

New 15-minute course builds the practical judgment managers need to recognize and respond to wage and hour concerns that can create compliance risk.

CHATHAM, NJ, UNITED STATES, October 6, 2026 /EINPresswire.com/ -- [SHIFT HR Compliance Training](#) today announced the launch of [Understanding Wage & Hour Compliance \(FLSA\)](#), a new 15-minute course that prepares managers and supervisors to recognize wage and hour risks that arise through everyday supervision.



The course is the newest addition to [Manager in Minutes](#), SHIFT's growing series of short, focused training designed to build the knowledge, skills, and judgment managers need for the situations they face on the job.

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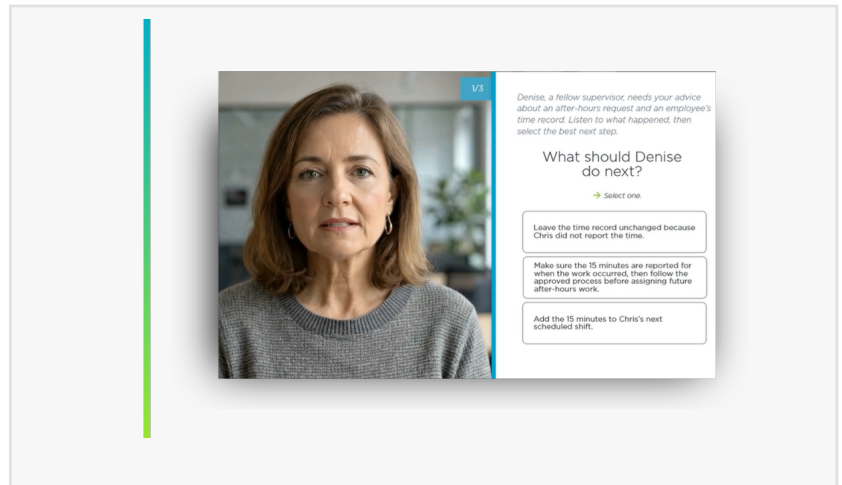
Katherin Nukk-Freeman, Co-Founder & President

“Managers make decisions every day that can have wage and hour implications, often without realizing it,” said Katherin Nukk-Freeman, Co-Founder and President of SHIFT HR Compliance Training. “A conversation about someone's schedule, breaks, or timecard can seem completely routine. Manager readiness starts with recognizing when one of those ordinary moments may require more attention and knowing what to do next.”

Understanding Wage & Hour Compliance (FLSA) focuses on the federal Fair Labor Standards Act (FLSA) baseline and how it applies to day-to-day supervision. Through realistic workplace scenarios, managers learn to spot potential issues involving work performed before or after scheduled hours, remote work, overtime, breaks, timekeeping, changing job duties, employee

classification, and other situations that may affect employee pay.

The course does not ask managers to calculate overtime, make classification determinations, or independently resolve issues. Instead, it prepares them to recognize when a supervisory action may raise a wage and hour concern, handle the immediate situation appropriately, and know when to involve HR, payroll, legal, or other appropriate personnel.



“Managers don’t need to become FLSA experts,” Nukk-Freeman said. “They need enough understanding and practice to know when to pause, when to ask questions, and when to involve the right internal resources. That’s a critical part of manager readiness.”

The new Wage & Hour course expands SHIFT’s Manager in Minutes series, which includes focused training on ADA accommodations, FMLA, feedback, belonging, and effective listening, with Interviewing and Effective Performance Management courses coming next.

The series is built around a simple reality: managers don’t experience their jobs in course categories. Workplace situations rarely arrive clearly labeled as FMLA, ADA, wage and hour, or another compliance issue. Manager in Minutes prepares managers to identify when something deserves a closer look and determine the appropriate next step.

Developed and reviewed by employment law attorneys, Understanding Wage & Hour Compliance (FLSA) connects practical manager guidance with federal wage and hour requirements while reinforcing that state, local, and organizational requirements may provide additional protections or obligations.

About SHIFT HR Compliance Training

SHIFT HR Compliance Training is an attorney-founded workplace training company that helps organizations prepare employees and managers for the situations they encounter at work. Developed with deep employment law expertise and an understanding of how workplace issues unfold in practice, SHIFT's training helps organizations strengthen judgment, support workplace culture, and reduce risk.

Jen Rein

SHIFT HR Compliance Training

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