

To the Members of the House Education and Workforce Committee:

The undersigned organizations write to urge your support of the Ensuring Workers Get PAID Act (H.R. 2299/S. 2267), which would reinstate and codify the Department of Labor's (DOL) Payroll Audit Independent Determination (PAID) program, allowing employers to self-audit, report, and correct potential violations of certain Fair Labor Standards Act (FLSA) regulations.

Despite employers' best intentions to adhere to wage and hour regulations at the local, state, and federal levels, the complex regulatory landscape can still result in unintentional violations – even among those acting in good faith. The Ensuring Workers Get PAID Act would make the PAID program permanent, giving employers an efficient and effective mechanism to correct these errors.

Launched in March 2018, the PAID program allows employers to conduct payroll self-audits and voluntarily self-report any potential wage and hour violations. This process empowers employers to rectify mistakes quickly, resolve claims, and strengthen compliance. Moreover, under the program, employees are guaranteed prompt payment of any back wages they are owed.

By codifying the PAID program, the Ensuring Workers Get PAID Act would provide a lasting support system for employers seeking to correct Fair Labor Standards Act (FLSA) compliance issues. It would also ensure the rapid resolution of violations and guarantee that employees receive all earned backpay. We urge you to support this legislation.