

# Bankers Bulletin

March 2026



## Seasonal Hiring: What Your Clients Need to Know

Spring is here, and with it, a surge in seasonal hiring. Your retail clients are planning spring sales, restaurant owners are opening up their patios, and landscaping companies are gearing up for their busiest season. **To meet demand, they all need temporary staff...but they still need to stay compliant. Share these tips and empower them to spring into action!**

### Federal Laws to Watch Out For

**The Fair Labor Standards Act (FLSA) still applies to seasonal employees' pay.** Non-exempt workers receive overtime at 1.5x their regular rate when they work 40+ hours/week.

Many employers mistakenly classify seasonal workers as independent contractors. This results in back pay, fines, and reputational damage. **Seasonal employees are W-2 workers.**

**The Affordable Care Act (ACA) also applies.** Employers must track hours carefully, as adding seasonal staff might trigger additional compliance obligations.

**FMLA does not generally apply to seasonal employees,** because they rarely meet the minimum requirements.

### State Laws Add Complexity

**Many states impose additional requirements** like daily overtime, scheduling notices, or paid sick leave for short-term workers.

### Compliance Checklist

Your clients should:

- Pay at least minimum wage (federal, state, or local, whichever is highest)
- Calculate overtime correctly for hours >40/workweek
- Classify workers properly as employees or independent contractors
- Track hours using reliable systems
- Review state-specific rules on breaks, scheduling, and leave
- Verify work eligibility through I-9 documentation

### How Paycor Helps

Paycor's HCM platform streamlines seasonal hiring. From recruiting and onboarding to time tracking and payroll, we provide the tools your clients need to spring forward.

Ask how Paycor can help your business clients.