Pay Change
FAQs

Q: What is happening and why?
A: PODS is changing the current payroll work week for all U.S. employees. The new pay week will be from Monday to Sunday, with payday on Fridays. Our current Wednesday pay date was established years ago when PODS locations were closed on Wednesdays. Now we operate a more traditional schedule, and this change aligns with standard business practices.

Q: How will this affect me?
A: Your payday will move from Wednesday to Friday. If you currently have automatic bill payments set up, you will need to contact your financial institution and update the withdrawal date to align with the new Friday payday.

Q: When will this change take place?
A: Wednesday, November 22, will be your last check with regular deductions on the current Wednesday payday (pay period from November 9-15).
Friday, November 24, will start the first new Friday payday with a *supplemental* paycheck (supplemental pay period from November 16-19).
Friday, December 1, is the first regular Friday paycheck for *weekly* employees.
Friday, December 8, is the first regular Friday paycheck for *biweekly* employees.

Q: How does this impact deductions (including PODS Cares)?
A: The only check that will be affected will be the supplemental paycheck (Friday, November 24). The supplemental check will not have deductions taken out except for percentage-based garnishments, an Executive Deferred Compensation Plan, 401k deductions, and additional federal or state tax elections if applicable.

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Q: How does this affect those who have a percentage of their pay directed to multiple accounts?
A: If a *set dollar amount* is directed to savings or a different account, that dollar amount will be deposited there first. If there are not enough funds to cover the exact, flat amount, then no funds will be sent to this account. If you have a *percentage* of your pay allocated to different accounts, the percentages will remain the same.

Q: What if I want to make changes beforehand to my deductions or accounts?
A: If you would like to change your direct deposit amount, account, or percentage, you must do so by end of day on November 15 for the November 22 paycheck, and end of day on November 19 for the November 24 paycheck.

Q: I am a people leader – will my timecard approval process change?
A: The pay week will be from Monday to Sunday, with timecard approvals needed by 10 a.m. EST every Monday. If Monday is a holiday, people leaders can approve timecards anytime after the last employee clocks out (e.g., Friday-Sunday night) or they may delegate the needed approval to another manager if on paid time off.

Q: Who do I contact with questions?
A: Reach out to your HR Business Partner.

Q: Where can I find the new payroll calendar?
A: You can access the new 2023 pay schedule under UKG's My Benefits > Quick Links.