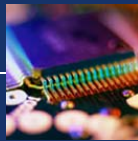


Fair Labor Standards Act



Presented By:
Michael W. Fox

**Ogletree
Deakins**
ATTORNEYS AT LAW

FLSA Adopted During Depression



- Purpose to employ more workers
- Overtime provisions not necessarily to help workers
- Economy based on manufacturing, not technology and services

**Ogletree
Deakins**
ATTORNEYS AT LAW

Fair Labor Standards Act

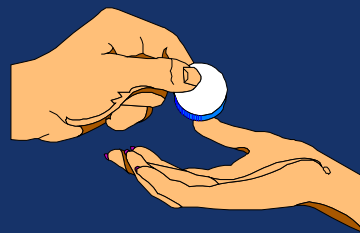
- Applies to public and private employers
- Applies to full and part-time workers
- Operates in 7 day period
- Employees CAN'T Waive Rights



Oglethorpe
Deakins
ATTORNEYS AT LAW

Fair Labor Standards Act

- Minimum Wage
- Overtime Pay
- Child Labor
- Record Keeping Requirements



Oglethorpe
Deakins
ATTORNEYS AT LAW

FLSA Does Not Require

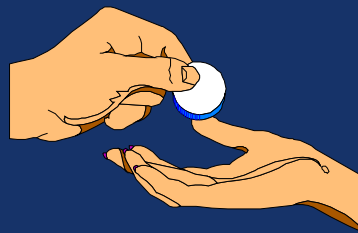


- Holiday or weekend pay
- Vacation or severance
- Discharge notice
- Limits on hours worked (16 years +)

Oglethorpe
Deakins
ATTORNEYS AT LAW

The Basics

- Minimum wage
- \$7.25
- \$2.13 tipped employees



Oglethorpe
Deakins
ATTORNEYS AT LAW

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: Fair Labor Standards Act

Also available as part of the eCourse

[2016 Essential Employment Law eConference](#)

First appeared as part of the conference materials for the
2016 Essential Employment Law: A Practical Course in the Basics session
"Wage and Hour: An Old Law in a Modern World"