

The FLSA: An Old Law in a Modern World

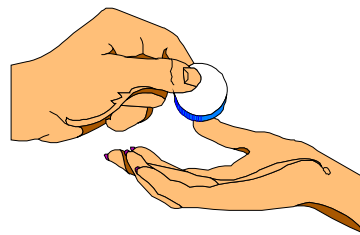
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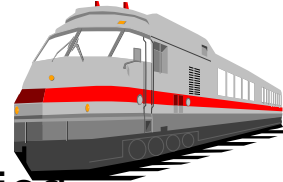
Fair Labor Standards Act

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



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



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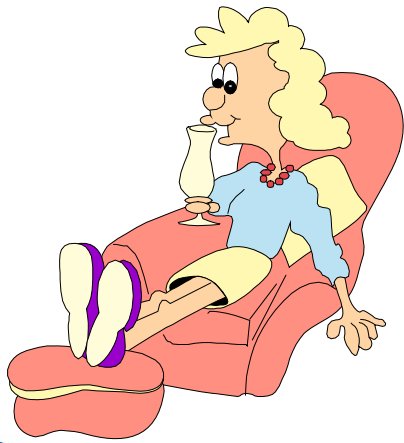
FLSA Adopted During Depression



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

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FLSA Does Not Require

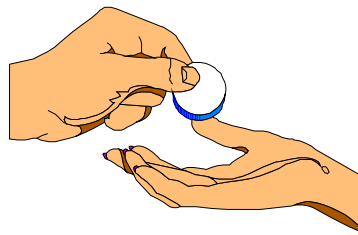


- ▶ Holiday or weekend pay
- ▶ Vacation or severance
- ▶ Discharge notice
- ▶ Limits on hours worked

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The Basics

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



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First appeared as part of the conference materials for the
2017 Essential Employment Law: A Practical Course in the Basics session
"Wage and Hour: An Old Law in a Modern World"