



# FAIR LABOR STANDARDS ACT



UNITED STATES DEPARTMENT OF LABOR  
WAGE AND HOUR DIVISION

[dol.gov/whd](https://www.dol.gov/whd)  
1-866-487-9243

## Major Provisions



Coverage



Youth  
Employment



Minimum Wage



Recordkeeping

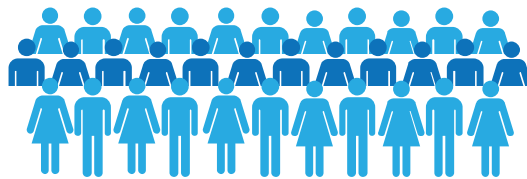


Overtime

# Employment Relationship

In order for the FLSA to apply, there must be an employment relationship between the “employer” and the “employee”

## Coverage



Over 135 million workers in more than 7 million workplaces protected or covered by the FLSA, enforced by the Wage and Hour Division of the U.S. Department of Labor



FACT SHEET:  
FLSA Coverage

# Coverage



**Two Types  
of Coverage**



## **Enterprise Coverage**

Enterprise, as a whole, is covered and all employees are entitled to FLSA protections



## **Individual Coverage**

Enterprise, as a whole, is NOT covered; however individual employees are covered and entitled to FLSA protections

# Enterprise Coverage



Enterprise coverage may apply to a business if:

- It engages in commercial activities that result in no less than \$500,000 in annual dollar volume (ADV), sales or total business, and
- It has two or more employees

Also available as part of the eCourse

[2018 Essential Employment Law eConference](#)

First appeared as part of the conference materials for the  
2018 Essential Employment Law session

"Wage and Hour: An Old Law in a Modern World"